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ABSTRACT

Proceedings are presented of hearings before the Senate Committee on Labor and Human Resources to examine the conditions and opportunities confronting American women in the workplace and how government policies and programs have aided or restricted women. Among those testifying were Clara Allen and Stanley Van Ness on employment, the plight of the displaced homemaker, drug abuse, and domestic violence; Elizabeth Lyons on education, employment, antipoverty efforts, and business ownership; and Geraldine Delaney on the rehabilitation of women who are addicted to alcohol and the alcohol-like drugs. Twenty-nine prepared statements submitted at the hearings are provided. (LRA)

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**THE COMING DECADE: AMERICAN WOMEN AND
HUMAN RESOURCES POLICIES AND PROGRAMS, 1979**

**HEARINGS
BEFORE THE
COMMITTEE ON
LABOR AND HUMAN RESOURCES
UNITED STATES SENATE**

NINETY-SIXTH CONGRESS

FIRST SESSION

ON

**EXAMINATION OF CONDITIONS AND OPPORTUNITIES CON-
FRONTING AMERICAN WOMEN IN OUR NATION'S WORKPLACE**

APRIL 9, 1979

TRENTON, N.J.

PART 2

**U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION**



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THE COMING DECADE: AMERICAN WOMEN AND HUMAN RESOURCES POLICIES AND PRO- GRAMS, 1979

MONDAY, APRIL 9, 1979

U.S. SENATE,
COMMITTEE ON LABOR AND HUMAN RESOURCES,
Trenton, N.J.

The committee met, pursuant to notice, at 9:30 a.m., at the New Jersey State Museum, Trenton, N.J., Senator Harrison A. Williams, Jr. (chairman) presiding.

OPENING STATEMENT OF SENATOR WILLIAMS

The CHAIRMAN. Good morning, everybody.

We are, as you know, beginning a little late. I hoped that Arthur Holland could be here for our opening. I am sure that the mayor has enough problems to keep him busy. We will delay no longer.

I would like to say at the outset that one of the most dynamic cultural, social, and economic events of this century has been the changing role of women in American society. This evolution has had enormous effects on the family and in the world of business, government, education, and science. It is a process which is still evolving and one that cannot be ignored or belittled.

This morning's hearing follows earlier hearings in Washington which began to examine the general subject of women in the workplace, and how Government policies and programs have aided or restricted women.

I believe these hearings on women in the workplace focus on one of the great social issues Congress will examine this year. I am confident these hearings will stimulate further debate and discussion as to how the talent and brainpower of over half of America's population can be more effectively utilized.

The Senate Labor and Human Resources Committee is taking the lead in holding such hearings, because the committee plays a crucial role in the myriad of social issues which affect American society.

The Labor and Human Resources Committee oversees 900 Federal programs in education, employment, health and scientific research, aging, antipoverty efforts, services to the handicapped, child care, and drug abuse. The committee is eager to learn the pros and cons of existing Federal policies and programs, especially as they impact on women in New Jersey.

The hearing today will explore the problems women face when entering or reentering the labor force. It will examine the role of educational institutions and programs to adequately prepare and

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train women for the workplace. Special attention will be given to the institutional and attitudinal barriers that women confront from the courts, lending institutions, employers, and Government.

Child care facilities are vital for working mothers and the committee hopes to learn how existing programs can be improved. Social services for elderly women will also be examined as well as programs on alcohol and drug abuse, the rights of the disabled, and opportunities for women entrepreneurs.

I know that the panels we will hear today will contribute greatly to our understanding of the changing role of women—how it is perceived, the problems women confront, and how such problems should be resolved.

The Federal Government must facilitate and reflect these changing dynamics. Policies must foster a change in attitudes so women will be accepted and welcomed in areas where they have never before ventured. Further, women must be allowed to select whatever role or life style they prefer, and not be penalized for their choice.

The Federal Government must also remove the legal and institutional barriers which restrict women and hamper their ability to contribute their talent and energy to solving the critical problems that face this Nation at home and abroad. No nation can say it is wisely using its human resources if half of the population is denied basic rights and equality in the law.

I personally look forward to hearing from today's witnesses.

We are most appreciative of their contribution, their willingness to participate; and I know that my colleagues who will have this record for reference later on will be grateful, too.

Clara Allen, the director of the New Jersey Division on Women and I wonder if Stanley Van Ness would come up with Clara.

Clara, will you set our course today? Our State is indeed fortunate that Clara Allen is in the position that she now occupies in the Division of Women.

We are grateful for all you are doing.

STATEMENT OF CLARA L. ALLEN, DIRECTOR, NEW JERSEY DIVISION ON WOMEN, AND STANLEY VAN NESS, THE PUBLIC ADVOCATE OF NEW JERSEY

Ms. ALLEN. As you can tell, we have had an association in the past rather than just in my new function.

I appreciate those remarks.

The Senator has indicated that I would sort of be telling about the day. I have looked at the program, and I will be touching on just a few of the issues, Senator, and many of the other folk who are here will be giving you some input in depth on many of the other issues.

I have a prepared statement for you. It is rather lengthy, so I would just like to pick out some highlights and read from those.

I am Clara Allen, director of the New Jersey Division on Women, a State agency located in the Department of Community Affairs.

The division is mandated under State law to expand the rights and opportunities of all women in New Jersey. We strive to maintain a sound program which strengthens the roles of women in

society and which effectuates programing and informational materials in a wide range of areas.

Meeting the needs of New Jersey women in the 1980's will require real dedication to the special concerns of women and the cooperation of all levels of government—local, State and Federal.

Employment opportunities for women in New Jersey is a priority concern of the division. The need is especially acute for women re-entering the labor market, displaced homemakers, and the unemployed and underemployed. This need is of particular importance due to the fact that the number of families headed by women is growing rapidly in New Jersey as it is in the rest of the country.

The accelerated growth of female-headed households in recent years has been of concern in part because 1 out of every 3, as compared with 1 out of every 18 of the families headed by men, is living at or below the poverty level.

Since 1970, the overall unemployment rate for women who head families has been 3 to 4 percentage points higher than the rate for male heads.

To develop and identify job opportunities and encourage women to seek more skilled employment, the division cosponsors the women's employment program—a many-faceted project which is a cooperative effort of the New Jersey Departments of Labor and Industry, Civil Service, and Community Affairs. This program, which is 1 year old this month, is located in the New Jersey Department of Civil Service, Division of Equal Employment Opportunity and Affirmative Action.

The women's employment program was recently selected in a national competition by the American Society for Public Administration to participate at the Society's national demonstration forum. It was well received, and I believe it is going to receive an award.

The program was selected as a model because of its innovative approach to providing women with optimal exposure to employment opportunities in the public and private sectors by the utilization of the resources available through the State employment service and civil service.

One phase of the program has involved setting up a statewide network of trained women specialists in the 49 State employment service offices throughout New Jersey. These specialists serve as representatives of the women's employment program and work with women who come into the employment service offices seeking job information and referrals.

The specialists conduct interviews, help with the applicants' résumé writing and the filling out of job application forms. Incidentally I have a hangup that in today's society there is too much emphasis given to filling out résumés or preparing résumés by people seeking employment. We ought to be talking more practically about the fact that employers should be defining their requirements very carefully and clearly to people who would be doing the hiring; and get back to a little bit more of what we did in the past, just filling out job application forms.

Résumés are very beautiful at certain levels of employment, but not needed at many of the lower levels. I think that the employers should have more responsibility to fulfill their requirements for

proper criteria, and not make it so high that a person cannot fill the job anyway.

These specialists counsel women on job-seeking skills and career options, and are also responsible for job development.

In addition to working with specialists, trained to know and understand the special problems of women seeking employment, the women's employment program also maintains liaison with employment related programs offered by various colleges and universities, women's centers, high schools, and other institutions.

These programs include supportive counseling, new skills training and career alternatives, how to write a résumé or fill out a job application, and how to respond in an interview situation.

To insure that this success story be repeated again this year and next, there is a need for a cooperative effort on the part of the State and Federal Government.

The plight of the displaced homemaker represents a unique employment problem: The one that best illustrates the need to provide women with the means for economic independence.

The phenomenal increase in the number of divorced women in recent years has been the most prominent factor in the growth of female-headed households. Historically, widows have accounted for the largest proportion of women who head families. In 1970, their share was twice that of divorced women. Since then, however, the number of divorced women has surpassed that of widows. This trend is significant to the division because a great number of these women—both divorced and widowed—fit the description of the displaced homemaker.

The division recognizes an awareness on the part of government of the existent problems of displaced homemakers, and its desire to be of help. However, current State and Federal public assistance and employment programs are not meeting the needs of this population.

The Comprehensive Employment and Training Act (CETA) holds great potential for improving the economic status of displaced homemakers by providing training and employment in skilled occupations, but although title III of CETA has earmarked some funding for displaced homemakers programming this year, the projected amount of \$200,000 for the entire State of New Jersey will provide little in the way of much needed services for these women.

Such programs would also be tailored to address the different problems and needs of older women residing in the suburbs and rural areas as opposed to those living in an urban setting. The common feeling of isolation shared by the great majority of homemakers is doubly enforced when they are suburban or rural homemakers recently widowed or divorced. This is due to the fact that there are usually fewer support systems available to aid these women.

Another priority concern of the division which also translates into an employment issue is the widespread abuse of illicit and prescription drugs among the female population in New Jersey.

According to new data compiled by the women's program of the division of alcohol, narcotics and drug abuse control, New Jersey State Department of Health, 81.2 percent of the female drug

abusers in New Jersey are unemployed; 20 percent more than unemployed male drug abusers in the State.

In recent years, increasing attention has been focused upon the female drug abuser. The National Institute of Drug Abuse has stated that the drug prevention and treatment needs of women will receive top priority this year. We believe that needs to be reinforced.

Last month the Essex County grand jury released a report which charged that drug abuse has reached epidemic proportions in all county schools and that there is now little difference between the incidence of drug abuse in Newark and in the more affluent suburbs. The report also stated that current drug prevention programs are useless and new, more effective programs are urgently needed. Such program should be designed to include a component to meet the special needs of young women, for State statistics indicate illicit drug use among women begins earlier than such use among men.

Traditionally, drug treatment programs have been designed to meet the needs of the male drug abuser. The great majority of women drug abusers have not sought treatment from these male-oriented programs because the programs have disregarded the special concerns of women, for example, the approach to reinforcement, rather than the breaking down, of one's self image, not to mention child care needs and the bodily needs of women such as pregnancy.

Women who have enrolled in these programs drop out or otherwise fail at a much higher rate than the men.

There is a real need for the local, State, and Federal governments to cooperatively provide women abusers of both illicit and prescription drugs with programs developed specifically to address their needs.

The last issue that I will address this morning is domestic violence. The division is in a unique position to comment on the problems and needs of the victims of domestic violence in New Jersey due to the fact that as a statewide agency, we have been coordinating an intergovernmental response to this problem for the past 3 years.

Clearly, the need is for the establishment of shelters and the formalization of service programs for victims. However, the lack of sufficient funding is the major obstacle to the realization of such programming efforts.

Unfortunately, although 10 of these programs have received Federal funding in their first year, none are assured of the continuation of such funding.

Domestic violence is not a narrow problem in isolation from the rest of society. It is related to a variety of issues already being addressed by many local, State, and Federal programs, including prevention of child abuse, community mental health services, and job counseling, training, and placement. The need for an integration of these services to aid the victims of domestic violence should be the major component in any response by government, along with the need for adequate funding.

In addition, the viability of existing, successful, grassroots shelter programs is as important to the delivery of services as the needs

for an intergovernmental response to the problem. In order to insure this viability, the programs' desperate search for replacement funds must be answered by a cooperative giving on the part of the local, State, and Federal government. This cooperation is absolutely necessary if these successful shelter programs are to continue.

We in New Jersey were very pleased when the Domestic Violence Prevention Services Act of 1978, of which you are a cosponsor, Senator Williams, was passed in the closing hours of the 95th Congress.

We sincerely hope the legislation will adequately address the needs of the domestic violence, and be signed into law before the close of the 96th Congress.

I want to thank you very much for the opportunity of just talking too much, taking too much time, about so many problems that affect so many people.

[The prepared statement of Ms. Allen follows:]



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DEPARTMENT OF COMMUNITY AFFAIRS

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COMMISSIONER

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TESTIMONY

BY

CLARA L. ALLEN, DIRECTOR

DIVISION ON WOMEN

BEFORE THE

COMMITTEE ON LABOR AND HUMAN RESOURCES

U.S. SENATE

THE COMING DECADE: AMERICAN WOMEN AND HUMAN RESOURCES POLICIES AND PROGRAMS

APRIL 9, 1970
TRENTON, NEW JERSEY

I am Clara Allen, Director of the New Jersey Division on Women, a state agency located in the Department of Community Affairs. The Division is mandated under State law to expand the rights and opportunities of all women in New Jersey. We strive to maintain a sound program which strengthens the role of women in society and which effectuates programming and informational materials in a wide range of areas.

Meeting the needs of New Jersey women in the 1980's will require real dedication to the special concerns of women and the cooperation of all levels of government- local, state and federal. Shaping policy with regard to the development of the nation's human resources will also require flexibility to respond to new challenges and issues as they arise.

It is with these thoughts in mind that I am here before the Committee today to share with you some of the major concerns of the Division- employment, the plight of the displaced homemaker, drug abuse, and domestic violence.

Employment opportunities for women in New Jersey is a priority concern of the Division. The need is especially acute for women re-entering the labor market, displaced homemakers, and the unemployed and underemployed. This need is of particular importance due to the fact that the number of families headed by women is growing rapidly in New Jersey as it is in the rest of the country. The accelerated growth of female-headed households in recent years has been of concern in part because one out of every three, as compared with one out of every eighteen of the

families headed by men, is living at or below the poverty level, which in 1977 was \$6,162 for a nonfarm family of four headed by a woman.

Since 1970, the overall unemployment rate for women who head families has been three to four percentage points higher than the rate for male heads. As in the case for women in general, employed female family heads are more concentrated in lower-skilled, lower-paid occupations than employed male heads.

To develop and identify job opportunities and encourage women to seek more skilled employment, the Division co-sponsors the Women's Employment Program- a many-faceted project which is a cooperative effort of the New Jersey Departments of Labor and Industry, Civil Service and Community Affairs. This program, which is one year old this month, is located in the New Jersey Department of Civil Service, Division of Equal Employment Opportunity and Affirmative Action.

The Women's Employment Program was recently selected in a national competition by the American Society for Public Administration to participate at the Society's national demonstration forum. The program was selected as a model because of its innovative approach to providing women with optimal exposure to employment opportunities in the public and private sectors by the utilization of the resources available through the State Employment Service and Civil Service.

One phase of the program has involved setting up a state-

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wide network of trained women specialists in the forty-nine State Employment Service offices throughout New Jersey. These specialists serve as representatives of the Women's Employment Program and work with women who come into the employment service offices seeking job information and referrals. The specialists conduct interviews, help with the applicants' resume writing and the filling out of job application forms, counsel women on job seeking skills and career options. These specialists are also responsible for job development.

In addition to working with specialists, trained to know and understand the special problems of women seeking employment, the Women's Employment Program also maintains liaison with employment-related programs offered by various colleges and universities, women's centers, high schools and other institutions. These programs include supportive counseling, new skills training and career alternatives, how to write a resume or fill out a job application, and how to respond in an interview situation.

The Women's Employment Program first-year track record is very impressive: the quota was 100 job placements, however 279 women were placed in jobs ranging from a boiler room operator to the vice president of a college. Salaries for job placements ranged from \$6,000 to \$24,000 annually.

To ensure that this success story be repeated again this year and the next, there is a need for a cooperative effort on

the part of the state and federal government.

More funding is required in order to expand the program's job development component and to provide on-going training for women specialists in the State's Employment Service offices. The program's present funding level of \$15,000 in equal contributions from the three state departments mentioned earlier, is not sufficient to enable the program to greatly increase its job information and referral service. Therefore, a more substantial commitment to the Women's Employment Program is needed. It is, however, only one example of government's obligation to address the fact that the majority of women work or seek work due to economic necessity. This concern for economic security is one of the most crucial issues facing women today.

The plight of the displaced homemaker represents a unique employment problem- the one that best illustrates the need to provide women with the means for economic independence.

The phenomenal increase in the number of divorced women in recent years has been the most prominent factor in the growth of female-headed households. Historically, widows have accounted for the largest proportion of women who head families. In 1970, their share was twice that of divorced women. Since then, however, the number of divorced women has surpassed that of widows. This trend is significant to the Division because a great number of these women- both divorced and widowed- fit the description of the "displaced homemaker."

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The middle-aged woman who has spent most of her adult life working in the home often finds it very difficult to take on the role of providing support for herself or her family following divorce from or the death of her spouse. She is most often unprepared to overcome the barriers to entering the labor force without marketable skills or training. Too often these women fall between the cracks of federal and state assistance programs. They are frequently ineligible for social security benefits because they are too young, or they are divorced from the wage earner. They are ineligible for federal welfare assistance if they are not physically disabled, and they cannot collect benefits from Aid for Dependent Children if their children are past a certain age. They are unable to apply for unemployment insurance because they have engaged in unpaid labor in the home.

It is difficult to determine exactly how many women fall into the category of "displaced homemaker" because homemakers do not appear in government statistics and their contributions to the economy are not recognized. It is estimated that 2 to 3 million former homemakers in their middle years are presently seeking paying jobs to support themselves but are encountering discrimination because they are older women without a record of recent paid employment. These women come from all socioeconomic and ethnic backgrounds.

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The Division recognizes an awareness on the part of government of the existent problems of displaced homemakers, and its desire to be of help. However, current state and federal public assistance and employment programs are not meeting the needs of this population.

The Comprehensive Employment and Training Act (CETA) holds great potential for improving the economic status of displaced homemakers by providing training and employment in skilled occupations, but although Title III of CETA has earmarked some funding for displaced homemakers programming this year, the projected amount of \$200,000 for the entire State of New Jersey will provide little in the way of much needed services for these women.

In addition, while CETA funding is available under other titles for programs designed to aid the hard-to-employ, statistics across the country have indicated that the participation of mature women in such programs is very low.

New CETA regulations contain a number of provisions designed to encourage the local CETA prime sponsors to serve women, as well as other disadvantaged groups, equitably. The Division hopes to encourage more women to participate on the advisory councils to each of the State's prime sponsors. Such participation in the formulation, implementation and review of CETA activities should ensure that the local prime sponsors better meet the needs of disadvantaged women in their service areas.

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On the state level, the Division has been actively promoting the passage of Assembly Bill 1674, the "Displaced Homemakers Act." This legislation authorizes the Division on Women to identify existing displaced homemaker programs and to develop and provide technical assistance for the expansion of other programs to meet the special employment needs of this population. In addition, the legislation mandates that the Division place special emphasis on those programs which identify community needs and encourage the creation of new job opportunities in the public and private sector.

Such programs would also be tailored to address the different problems and needs of older women residing in the suburbs and rural areas as opposed to those living in an urban setting. The common feeling of isolation shared by the great majority of homemakers is doubly enforced when they are suburban or rural homemakers recently widowed or divorced. This is due to the fact that there are fewer support systems available to aid these women.

The State Bill passed the Assembly last November and was reported favorably from Senate Committee in February. It is presently awaiting a full vote in the Senate. An appropriation of \$25,000 accompanies this legislation, and Governor Byrne has already indicated that he will sign it into law once it passes both houses of the Legislature.

Another priority concern of the Division which also translates into an employment issue is the widespread abuse of illicit and prescription drugs among the female population in New Jersey.

According to new data compiled by the Women's Program of the Division of Alcohol, Narcotics and Drug Abuse Control, New Jersey State Department of Health, 81.2 percent of the female drug abusers in New Jersey are unemployed; 20 percent more than unemployed male drug abusers in the State.

In recent years, increasing attention has been focused upon the female drug abuser. The National Institute of Drug Abuse has stated that the drug prevention and treatment needs of women will receive top priority this year.

The number of women who are mixing alcohol with drugs such as tranquilizers and sleeping pills has reached unprecedented proportions, with dangerous and often fatal results. Many of these women are middle-aged or older. They have had long-term drinking problems, finally exacerbated by these prescription drugs. According to a study conducted by the Drug Abuse Warning Network, a federally-funded information clearinghouse, the majority of drug overdose victims are white females. Minor tranquilizers and sedatives account for 75 percent of these overdoses.

In addition, there is an alarming increase in drug abuse among school-age children in New Jersey. As an honorary

co-chairperson of a statewide committee recently organized to improve New Jersey's response to this growing drug crisis, I hope to address the need to better educate the public regarding this problem and to promote the upgrading of state drug prevention programs in the schools.

Last month the Essex County Grand Jury released a report which charged that drug abuse has reached epidemic proportions in all county schools and that there is now little difference between the incidence of drug abuse in Newark and in the more affluent suburbs. The report also stated that current drug prevention programs are useless and new, more effective programs are urgently needed. Such programs should be designed to include a component to meet the special needs of young women, for state statistics indicate illicit drug use among women begins earlier than such use among men.

Research conducted by the Women's Program of the State Division of Alcohol, Narcotics and Drug Abuse Control shows that the percentage of black female drug users in New Jersey is an estimated 8 percent higher than the percentage of black males and nearly 23 percent higher than that for white females. In addition, over half (53.9 percent) of all female drug abusers in the State reside in the Newark area. This area, comprised of parts of Essex, Hudson, Passaic and Union Counties, has the highest heroin prevalence rate in New Jersey.

This unique finding was determined by an analysis of 1977 statistics compiled by the CODAP Management Information System of the Division of Alcohol, Narcotics and Drug Abuse Control, State Department of Health. This Division is presently making every effort to address the desperate situation in the Newark area.

Traditionally, drug treatment programs have been designed to meet the needs of the male drug abuser. The great majority of women drug abusers have not sought treatment from these male-oriented programs because the programs have disregarded the special concerns of women, i.e. the approach to reinforcement, rather than the breaking down, of one's self-image, not to mention child care needs and the bodily needs of women such as pregnancy. Women who have enrolled in these programs drop out or otherwise fail at a much higher rate than the men.

There is a real need for the local, state and federal governments to cooperatively provide women abusers of both illicit and prescription drugs with programs developed specifically to address their needs.

The Division on Women will be working with the State Department of Health to establish drug treatment programs for women in those areas of New Jersey where such services are presently lacking.

The last issue that I will address this morning is domestic violence. The Division is in a unique position to comment on

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the problems and needs of the victims of domestic violence in New Jersey due to the fact that as a statewide agency, we have been coordinating an intergovernmental response to this problem for the past three years.

It is apparent to the Division that the widespread and alarming occurrence of spousal assault on all socioeconomic levels is not being sufficiently addressed by local, state or federal government. As a result, its victims are not receiving the support from social service agencies and law enforcement officials which would be given to other victims of criminal assault. Clearly, the need is for the establishment of shelters and the formalization of service programs for victims. However, the lack of sufficient funding is the major obstacle to the realization of such programming efforts.

In February of 1978, the first fully-funded shelter program in New Jersey opened and, within several days, was filled to capacity. In the past year, fifteen additional programs have been established throughout the State- all experiencing the same increasing demand for services.

Unfortunately, although ten of these programs have received federal funding in their first year, none are assured of the continuation of such funding. In addition, the majority of these shelter programs employ their staff under CETA, and due to CETA regulations limiting the length of employment, the programs are

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constantly faced with staff re-training responsibilities in response to the high turn-over rate.

Domestic violence is not a narrow problem in isolation from the rest of society. It is related to a variety of issues already being addressed by many local, state and federal programs, including prevention of child abuse, community mental health services, and job counseling, training and placement. The need for an integration of these services to aid the victims of domestic violence should be the major component in any response by government, along with the need for adequate funding.

In addition, the viability of existing, successful, grass-roots shelter programs is as important to the delivery of services as the need for an intergovernmental response to the problem. In order to ensure this viability, the programs' desperate search for replacement funds must be answered by a cooperative giving on the part of local, state and federal government. This cooperation is absolutely necessary if these successful shelter programs are to survive.

The Division has been closely monitoring the progress of federal domestic violence legislation, and it is our understanding that Senator Williams is presently working with Senator Alan Cranston on the development of such legislation hopefully to be introduced in the 96th Congress. We in New Jersey were elated on the Domestic Violence Prevention and Services Act of 1978,

of which Senator Williams was co-sponsor, passed the Senate at the close of the 95th Congress. I sincerely hope that legislation which would adequately address the needs of victims of domestic violence is signed into law before the close of the 96th Congress, and that the financial relief sought by those shelter programs is granted.

Thank you.

The CHAIRMAN. Thank you.

I wonder if we might proceed to Stanley Van Ness. I think there might be some weaving of issues and themes between your statements and then we will have time for questions.

Mr. VAN NESS. Thank you.

We have filed a more extensive statement with the committee, and I too would like to hit the highlights of that.

On behalf of the New Jersey Department of the Public Advocate, I appreciate this opportunity to present testimony on the general subject of legal issues affecting women in the United States today.

It is certainly to the credit of the Senate Human Resources Committee, and to yourself, as chairman of that committee, that this topic has been identified as a pressing area of concern.

Surely it must be acknowledged that women, as a class, face certain obstacles and patterns of discrimination in many facets of contemporary society. In spite of the increasing publicity focused on women's issues, and a growing public awareness of the existence of such issues in the past decade, American women today face the prospect of continued struggle for equality and acceptance in the 1980's—a struggle which, inevitably, will continue to be waged in economic, political, as well as social spheres.

Many of the witnesses you have already heard, as well as those yet to testify today, can speak from personal knowledge of the range of problems encountered by women in every aspect of life today—from employment to education, political power to economic equality, family life to the mainstream of public activity.

In the interests of avoiding redundancy, I will not recatalog this broad spectrum of issues for you. I would, however, state for the record, that I share in these concerns.

I would like to approach the question of legal issues affecting women from a dual vantage point: Both from the hindsight of experience gained from serving these past 5 years as public advocate for the citizens of New Jersey, as well as from the anticipation of the need for developing new and effective mechanisms for advocating and protecting women's interests.

The New Jersey Department of the Public Advocate, as you well may know, was originally created in response to a perceived need to increase accessibility to government by the public at large. In a determined effort to afford a public voice to those least able to negotiate the mainstream of the political system, the Department of the Public Advocate Act of 1974 was enacted, establishing for the first time in this Nation's history a State executive department

authorized to take action—including legal action—against other State departments and agents to vindicate the rights and interests of those aggrieved by governmental action or inaction.

There is no counterpart on the Federal level to the New Jersey Department of the Public Advocate. I would strongly urge your committee to consider sponsoring legislation to create such a Federal analog, specifically to deal with the issues which these hearings have highlighted and identified.

I suggest that the time is now ripe for establishing a Federal Office of Advocacy for Women's Rights. Like the New Jersey Department of the Public Advocate, this Office of Advocacy for Women's Rights should have the autonomy to receive, investigate, and seek remedies for complaints. It is absolutely essential that the agency have the authority to litigate issues which cannot otherwise be resolved satisfactorily. The experience of my own department has shown just how important a litigative arm can be in seeking resolution of the kinds of issues we encounter. Although we chose to regard litigation as the last resort whenever possible, we have often found that the ability to back up our negotiations or administrative pursuits with allusions to litigative alternatives enhances the clout and credibility we bring to those pursuits.

I would like to give you some examples of issues taken up by the public advocate, which will illustrate the various kinds of roles a full-scale advocacy office can play in serving its constituents.

Simultaneously—and coincidentally—these examples will also serve to point up some of the women's rights issues which have come to the attention of our department.

We have participated in litigation involving sex discrimination in employment; namely, challenging discriminatory promotional policies at Princeton University, as well as attacking the so-called veteran's preference in the New Jersey Civil Service Act as being a law inherently prejudicial to women.

We also brought a Federal lawsuit on behalf of female public employees whose pension systems required them to pay in higher contributions than similarly situated male public employees. Our clients' claims were upheld in a consent decree entered in that case whereby the pension systems in question agreed to equalize contribution amounts for men and women.

Similar issues concerning employment discrimination generally, and civil service complaints in particular, have also been handled administratively through the division of citizens' complaints. Field representatives in that division have investigated literally hundreds of such complaints and, where possible, have resolved them without resorting to litigation.

In the general area of health matters, departmental activities have resulted in the uncovering of certain patterns with disturbing implications for women—particularly in the mental health area—and have included taking public stands on proposed Federal and State regulations in areas such as sterilization.

When the Department of Health, Education, and Welfare proposed regulations regarding federally funded sterilizations, our department submitted extensive comments on the proposed guidelines, citing the widespread lack of compliance with already existing regulations. Our department called upon HEW to establish

effective monitoring procedures, recordkeeping requirements and periodic onsite review to insure substantial compliance with the new guidelines.

In another health related area, informal intervention by our department in proceedings before the State board of medical examiners induced that body to rescind proposed regulations that would have substantially curtailed the ability of midwives to practice in local communities.

In our experience in the mental health area, as noted above, practices and trends have emerged which bear disturbing implications as far as women's rights are concerned.

Statistics show, for example, that while the admission rates to the public psychiatric facilities are essentially the same for men and women, the female patients average much longer lengths of stay, once hospitalized, than male patients. Attorneys from the division of mental health advocacy, in representing patients at their periodic judicial review hearings, often observe a more protective and patronizing attitude on the parts of judges and hospital staff toward women patients than toward the men—an attitude which, irrespective of its motivation, translates into longer hospital stays for women.

Two examples of this protective and paternalistic attitude toward female patients are particularly illustrative: First a trend has been discerned, both in admission notes and court summaries in patients' records, wherein the physical descriptions of female patients—hair, clothing, demeanor, cleanliness, and so forth—are included as corroborative evidence of adjustment, or maladjustment, for example, poorly attired, overly made-up; this especially seems to be the case with younger female patients, and no similar entries for male patients have been noted; second, records at one large State psychiatric hospital revealed that the women patients received electroconvulsive therapy at a rate six times that of men; when asked, at a deposition, to explain this phenomenon, the doctor responsible for administering the ECT at that hospital replied: "The women are more cooperative."

Much remains to be done on all levels—social, economic, political, judicial—to enforce the right of mental patients as a whole, and especially women patients, to receive treatment under terms and conditions less restrictive and intrusive than long-term hospitalization.

In the area of criminal justice, we see other, equally disturbing trends. In providing representation in child abuse and neglect matters, staff of our law guardian program have noticed a disturbing trend of increased family violence generally; in many instances of child abuse, a pattern also exists of other members of the family being both the perpetrators and victims of violent acts. The need for comprehensive programs to deal effectively with the problem of family violence—both child and spousal, especially wife abuse—is great, and should be a primary focus of any women's rights advocacy organization.

If there is one overriding lesson that the experience of the New Jersey Department of the Public Advocate has taught, it is that the unrepresented—or underrepresented segments in our society need

recourse to a broad spectrum of advocacy services to insure that their voices are heard and their challenges are answered.

When the department of the public advocate was created by the legislature in 1974, the intent was to make government—in all its aspects—more responsive to the individual. Although advocacy is usually viewed in terms of litigation, it is important to regard litigation as one tool in the advocate's arsenal. There are other means to approach remediation of discriminatory or otherwise unsatisfactory conditions; an advocacy agency must be geared to explore all of them including, when necessary, litigation.

As I noted at the outset, there is currently no Federal agency which parallels the nature and function of the New Jersey Department of the Public Advocate. The creation of such an agency specifically to focus on issues of women's rights would be an appropriate and constructive response to women's special concerns in areas such as employment, health care, economic benefits, criminal justice, and education. Our Federal Government should take a firm position in assuring that the interest of those who lack political power and representatives will not be ignored or disregarded. The creation of a Federal Office of Advocacy for Women's Rights would provide that assurance.

I thank you for the opportunity to be here. I know that there will be many people who will catalog the substantive rights that are being impinged upon or ignored by people as they relate to women.

They will be in a much better position to talk in detail about that. What we are suggesting here is the establishment of a mechanism by which those rights can be enforced, whatever they are.

We strongly urge the favorable consideration of that legislation.

The CHAIRMAN. Thank you very much. You make a very strong case for a role at the Federal level comparable to your role as the public advocate. Do I understand you to say no Federal agency has a comparable role?

Mr. VAN NESS. That would be my judgment.

The CHAIRMAN. How about the Equal Employment Opportunity Commission; does that come close?

Mr. VAN NESS. It comes pretty close, but only to the area that its name indicates. What we are talking about is the mechanism that deals with substantive rights across the board that would have as its role the advocacy of those rights.

They may be employment, but they may be health matters or matters relating to our criminal justice system, or matters relating to regulations promulgated by agencies, reduction of funding for LEAA that is contemplated by the President's budget, for example, will impact severely on not just programs we traditionally associated with law enforcement, but upon the establishment and continuation of programs to protect the battered wife.

Somebody has to be in a position to see all of these things with a single-minded focus of advocating on behalf of the identified group, and be in a position to see the interrelationship that sometimes escapes others of us who do not have that focus.

The CHAIRMAN. You are the macrocosm for that function in the State. I do not know how many other States have a creation that is similar to your agency?

Mr. VAN NESS. We are still the only one with the broad mandate that has been given to our department. There are segments of our operation that have been adopted in other States, but nowhere else have all concerns been brought together and placed in a single agency.

The CHAIRMAN. I know it has been uniformly well received, or at least greatly respected.

Mr. VAN NESS. I think that might be more accurate.

The CHAIRMAN. We would be well advised if we could get from you some more of your wisdom and time; perhaps together create with New Jersey's Public Advocacy Office a model, something to work toward in terms of a Federal advocacy office.

Mr. VAN NESS. We would be more than pleased to do that.

I would like to see, before I leave this office, the creation of such an agency.

The CHAIRMAN. Everybody that is today testifying, I hope you will think about what has been suggested in this dialog, and solicit attitudes from others on the wisdom of beginning to develop the program suggested.

We will start with Clara Allen. What do you think?

Ms. ALLEN. I frankly had not heard the suggestion before. I think that at the first hearing it sounds like an excellent one.

There exists in the minds of many citizens here in this State and elsewhere, I am sure, the thought of what do I do immediately when something happens.

When so many agencies of government are there, maybe they will approach one, and they will be sent to another and then to another. That is the kind of thing that not only delays but many times stops an individual from seeking full recourse.

So to me it sounds as though it has a good deal of merit. I wonder, should it become a clearinghouse?

Mr. VAN NESS. That would be part of it. We hear from citizens at the rate of 4,000 contacts a month, expressing their concerns or dissatisfactions, their confusion, with actions or inactions of State government.

Out of those complaints a pattern sometimes emerges—the motor vehicle agency situation last year was a prime example, which identifies particular activities that needed some attention.

I would think that we would find a pattern of complaints filed by women, particularly in the area of veteran's preference. That's what caused us to be aware of it. Women were complaining about the inequity which froze them out because they were not veterans.

So it would serve as a clearinghouse, but I would have to underscore the essentiality of having the ability to take someone all the way, to go to court to vindicate rights.

Ms. ALLEN. That is the important end of something like that. I understand the issue.

The CHAIRMAN. We could spend a great deal of time on so many of the issues you both have raised.

It impresses me that there are some basic things—such as is to know what questions are before us, and to know to whom these questions must be addressed.

Just one issue for example is what appears to be the overprescribing of drugs to women, and a difference between the handling of the treatment of women in the health services area.

Why? Why are women overly prescribed drugs? Why are women becoming more prominent drug abusers? Why is treatment of what would be a common condition, considered different when it comes to women?

These are the questions. It looks to me as if there were a physiological, essence that has to be better understood.

What are the right questions to ask and pursue? To whom do we address them? We have one medical doctor present today. We would be well served by those who could help us with emotional problems, psychologists and psychiatrists.

Ms. ALLEN. I think even the people that have been dealing in the field of medicine, however, have to have a very sympathetic understanding as they treat the subject of the background problems that women face as they emerge now with new roles in society.

I believe they have to have a sympathetic feeling toward that; they have to develop their programs and think in such a way that it relates to that. Otherwise, it is more of the same.

For instance, this new, displaced homemaker, who all of a sudden finds herself without income, without the ability to go out and get a job, without knowing where to go for help, is faced with all the publicity that you can take a pill and be helped. I think she is very, very susceptible to that kind of thing, that there is an easy and quick answer. But ultimately then it builds up over a period of time to a real physical problem for her. So the people that have to treat her have to have some real background information on her problems.

The CHAIRMAN. Certainly that particular trauma is different for women whose lives have been in the home and suddenly are faced with the requirement that they seek employment outside the home.

Just the phrase, "displaced homemaker," is sort of a traumatic description, it would seem to me. Displaced homemaker, like a displaced person, is not a very happy situation, just to wear that kind of label.

I think we should create some—new way to describe that situation in life that is both a problem and a challenge. But quite frankly, this situation might be seen, with a little imagination, to open up new opportunities. Questions must be asked regarding continuing education, and whether we are adequately responding through educational opportunities for people who want or indeed are forced to change the direction of their life. Whether our community colleges or vocational schools, and our 4-year colleges, are in fact looking to these people forced into such life changes, to bring them the training they need to be successful.

Ms. ALLEN. I think they are attempting to. I think in their way they have.

I do believe there are many women out there who hold themselves in very low esteem when they are equipped to do things, and they have to be brought back in by building up of the esteem by counseling.

I would like, for instance, to see some of the major industries in the State have some kind of demonstration area where women who

have been displaced, and who were perhaps clerical workers in the past, maybe 20 years ago, and now are faced with new requirements like new typewriters, new telephone equipment, new attitudes in the office, be permitted to spend a week or two just retooling in an actual work environment.

Maybe that is all they need, to retool. So although I think that many of the educators are dealing with the problems as well as they can, and will do more in the future, I would like to bring in more industrialists of the State to be of help.

The CHAIRMAN. I do not know if we are in a position to finalize and list the highest priorities in terms of our programs and policies. We have now a continuing relationship however, working out our model for advocacy at the Federal level.

Clara, can we write to you for amplification for our record, and I hope what we will develop here at our first hearing and perhaps other hearings, is a sort of encyclopedia of the problems and suggestions in this world of the changing role of women in our society.

Mr. VAN NESS. We would welcome that opportunity.

[The prepared statement of Mr. Van Ness follows:]

Van Ness ①

MR. CHAIRMAN AND MEMBERS OF THE COMMITTEE:

ON BEHALF OF THE NEW JERSEY DEPARTMENT OF THE PUBLIC ADVOCATE,

I APPRECIATE THIS OPPORTUNITY TO PRESENT TESTIMONY ON THE GENERAL SUBJECT OF LEGAL ISSUES AFFECTING WOMEN IN THE UNITED STATES TODAY. IT IS CERTAINLY TO THE CREDIT OF THE SENATE HUMAN RESOURCES COMMITTEE, AND TO YOURSELF AS CHAIRMAN OF THAT COMMITTEE, THAT THIS TOPIC HAS BEEN IDENTIFIED AS A PRESSING AREA OF CONCERN. SURELY IT MUST BE ACKNOWLEDGED THAT WOMEN, AS A CLASS, FACE CERTAIN OBSTACLES AND PATTERNS OF DISCRIMINATION IN MANY FACETS OF CONTEMPORARY SOCIETY. IN SPITE OF THE INCREASING PUBLICITY FOCUSED ON "WOMEN'S ISSUES," AND A GROWING PUBLIC AWARENESS OF THE EXISTENCE OF SUCH ISSUES IN THE PAST DECADE, AMERICAN WOMEN TODAY FACE THE PROSPECT OF CONTINUED STRUGGLE FOR EQUALITY AND ACCEPTANCE IN THE 1980'S — A STRUGGLE WHICH, INEVITABLY, WILL CONTINUE TO BE WAGED IN ECONOMIC, POLITICAL, AS WELL AS SOCIAL SPHERES.

MANY OF THE WITNESSES YOU HAVE ALREADY HEARD, AS WELL AS THOSE YET TO TESTIFY TODAY, CAN SPEAK FROM PERSONAL KNOWLEDGE OF THE RANGE OF PROBLEMS CONFRONTED BY WOMEN IN EVERY ASPECT OF LIFE TODAY — FROM EMPLOYMENT TO EDUCATION, POLITICAL POWER TO ECONOMIC EQUALITY, FAMILY LIFE TO THE MAINSTREAM OF PUBLIC ACTIVITY. IN THE

J. A. NEEJ (2)

INTERESTS OF AVOIDING REDUNDANCY, I WILL NOT RE-CATALOGUE THIS BROAD SPECTRUM OF ISSUES FOR YOU. I WOULD, HOWEVER, STATE FOR THE RECORD, THAT I SHARE IN THOSE CONCERNS.

I WOULD LIKE TO APPROACH THE QUESTION OF LEGAL ISSUES AFFECTING WOMEN FROM A DUAL Vantage POINT: BOTH FROM THE HINDSIGHT OF EXPERIENCE GAINED FROM SERVING THESE PAST FIVE YEARS AS PUBLIC ADVOCATE FOR THE CITIZENS OF NEW JERSEY, AS WELL AS FROM THE ANTICIPATION OF THE NEED TO DEVELOP NEW AND EFFECTIVE MECHANISMS FOR ADVOCATING AND PROTECTING WOMEN'S INTERESTS.

THE NEW JERSEY DEPARTMENT OF THE PUBLIC ADVOCATE, AS YOU WELL MAY KNOW, WAS ORIGINALLY CREATED IN RESPONSE TO A PERCEIVED NEED TO INCREASE ACCESSIBILITY TO GOVERNMENT BY THE PUBLIC AT LARGE. IN A DETERMINED EFFORT TO AFFORD A PUBLIC VOICE TO THOSE LEAST ABLE TO NEGOTIATE THE MAINSTREAM OF THE POLITICAL SYSTEM, THE DEPARTMENT OF THE PUBLIC ADVOCATE ACT OF 1974 WAS ENACTED,¹ ESTABLISHING FOR THE FIRST TIME IN THIS NATION'S HISTORY, A STATE EXECUTIVE DEPARTMENT AUTHORIZED TO TAKE ACTION -- INCLUDING LEGAL ACTION -- AGAINST OTHER STATE DEPARTMENTS AND AGENTS TO VINDICATE THE RIGHTS AND INTERESTS OF THOSE AGGRIEVED BY GOVERNMENTAL ACTION OR INACTION.

¹ SEE N.J.S.A. 52:27E-1 ET SEQ.

Van Ness (3)

THERE IS NO COUNTERPART ON THE FEDERAL LEVEL TO THE NEW JERSEY DEPARTMENT OF THE PUBLIC ADVOCATE. I WOULD STRONGLY URGE YOUR COMMITTEE TO CONSIDER SPONSORING LEGISLATION TO CREATE SUCH A FEDERAL ANALOGUE, SPECIFICALLY TO DEAL WITH THE ISSUES WHICH THESE HEARINGS HAVE HIGHLIGHTED AND IDENTIFIED.

I SUGGEST THAT THE TIME IS NOW RIFE FOR ESTABLISHING A FEDERAL OFFICE OF ADVOCACY FOR WOMEN'S RIGHTS. LIKE THE NEW JERSEY DEPARTMENT OF THE PUBLIC ADVOCATE, THIS OFFICE OF ADVOCACY FOR WOMEN'S RIGHTS SHOULD HAVE THE AUTHORITY TO RECEIVE, INVESTIGATE, AND SEEK REMEDIES FOR COMPLAINTS. IT IS ABSOLUTELY ESSENTIAL THAT THE ^{agency} ~~S.A.M.P.~~ HAVE THE AUTHORITY TO LITIGATE ISSUES WHICH CANNOT OTHERWISE BE RESOLVED SATISFACTORILY. THE EXPERIENCE OF MY OWN DEPARTMENT HAS SHOWN JUST HOW IMPORTANT A LITIGATIVE ARM CAN BE IN SEEKING RESOLUTION OF THE KINDS OF ISSUES WE ENCOUNTER. ALTHOUGH WE CHOOSE TO REGARD LITIGATION AS THE LAST RESORT WHENEVER POSSIBLE, WE HAVE OFTEN FOUND THAT THE ABILITY TO BACK UP OUR NEGOTIATIONS OR ADMINISTRATIVE PURSUITS WITH ALLUSIONS TO LITIGATIVE ALTERNATIVES, ENHANCES THE CLOUT AND CREDIBILITY WE BRING TO THOSE PURSUITS.

Wen Ness

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I WOULD LIKE TO GIVE YOU SOME EXAMPLES OF ISSUES TAKEN UP BY THE PUBLIC ADVOCATE, WHICH WILL ILLUSTRATE THE VARIOUS KINDS OF ROLES A FULL-SCALE ADVOCACY OFFICE CAN PLAY IN SERVING ITS CONSTITUENTS. SIMULTANEOUSLY — AND COINCIDENTALLY — THESE EXAMPLES WILL ALSO SERVE TO POINT UP SOME OF THE WOMEN'S RIGHTS ISSUES WHICH HAVE COME TO THE ATTENTION OF OUR DEPARTMENT.

WE HAVE PARTICIPATED IN LITIGATION INVOLVING SEX DISCRIMINATION IN EMPLOYMENT — NAMELY, CHALLENGING DISCRIMINATORY PROMOTIONAL POLICIES AT PRINCETON UNIVERSITY, AS WELL AS ATTACKING THE SO-CALLED "VETERAN'S PREFERENCE" IN THE NEW JERSEY CIVIL SERVICE ACT AS BEING A LAW INHERENTLY PREJUDICIAL TO WOMEN. WE ALSO BROUGHT A FEDERAL LAWSUIT ON BEHALF OF FEMALE PUBLIC EMPLOYEES WHOSE PENSION SYSTEMS REQUIRED THEM TO PAY HIGHER CONTRIBUTIONS THAN SIMILARLY SITUATED MALE PUBLIC EMPLOYEES. OUR CLIENTS' CLAIMS WERE UPHOLD IN A CONSISTENT DECREE ENTERED IN THAT CASE WHEREBY THE PENSION SYSTEMS IN QUESTION AGREED TO EQUALIZE CONTRIBUTION AMOUNTS FOR MEN AND WOMEN.

SIMILAR ISSUES CONCERNING EMPLOYMENT DISCRIMINATION GENERALLY, AND CIVIL SERVICE COMPLAINTS IN PARTICULAR, HAVE ALSO BEEN HANDLED ADMINISTRATIVELY THROUGH THE DIVISION OF CITIZENS' COMPLAINTS. FIELD REPRESENTATIVES IN THAT DIVISION HAVE INVESTIGATED LITERALLY HUNDREDS OF SUCH COMPLAINTS AND, WHERE POSSIBLE, HAVE RESOLVED THEM WITHOUT RESORTING TO LITIGATION.

Van Ness

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IN THE GENERAL AREA OF HEALTH MATTERS, DEPARTMENTAL ACTIVITIES HAVE RESULTED IN THE UNCOVERING OF CERTAIN PATTERNS WITH DISTURBING IMPLICATIONS FOR WOMEN -- PARTICULARLY IN THE MENTAL HEALTH AREA -- AND HAVE INCLUDED TAKING PUBLIC STANDS ON PROPOSED FEDERAL AND STATE REGULATIONS IN AREAS SUCH AS STERILIZATION.

When the Department of Health, Education and Welfare proposed regulations regarding federally funded sterilizations, our Department submitted extensive comments on the proposed guidelines. Citing the widespread lack of compliance with already existing regulations -- our Department called upon H.E.W. to establish effective monitoring procedures, record keeping requirements and periodic on-site review to ensure substantial compliance with the new guidelines.

In another health related area, informal intervention by our Department in proceedings before the State Board of Medical Examiners induced that body to rescind proposed regulations which would have substantially curtailed the ability of midwives to practice in local communities.

Van Ness

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IN OUR EXPERIENCE IN THE MENTAL HEALTH AREA, AS NOTED ABOVE, PRACTICES AND TRENDS HAVE EMERGED WHICH BEAR DISTURBING IMPLICATIONS AS FAR AS WOMEN'S RIGHTS ARE CONCERNED. STATISTICS SHOW, FOR EXAMPLE, THAT WHILE THE ADMISSION RATES TO THE PUBLIC PSYCHIATRIC FACILITIES ARE ESSENTIALLY THE SAME FOR MEN AND WOMEN, THE FEMALE PATIENTS AVERAGE MUCH LONGER LENGTHS OF STAY, ONCE HOSPITALIZED, THAN MALE PATIENTS. ATTORNEYS FROM THE DIVISION OF MENTAL HEALTH ADVOCACY, IN REPRESENTING PATIENTS AT THEIR PERIODIC JUDICIAL REVIEW HEARINGS, OFTEN OBSERVE A MORE "PROTECTIVE" AND PATRONIZING ATTITUDE ON THE PARTS OF JUDGES AND HOSPITAL STAFF TOWARDS WOMEN PATIENTS THAN TOWARDS THE MEN -- AN ATTITUDE WHICH, IRRESPECTIVE OF ITS MOTIVATION, TRANSLATES INTO LONGER HOSPITAL STAYS FOR WOMEN.

TWO EXAMPLES OF THIS PROTECTIVE AND PATERNALISTIC ATTITUDE TOWARDS FEMALE PATIENTS ARE PARTICULARLY ILLUSTRATIVE: (1) A TREND HAS BEEN DISCOVERED, BOTH IN ADMISSION NOTES AND COURT SUMMARIES IN PATIENTS' RECORDS, WHEREIN THE PHYSICAL DESCRIPTIONS OF FEMALE PATIENTS (HAIR, CLOTHING, DEFEANOR, CLEANLINESS, AND SO FORTH) ARE INCLUDED AS CORROBORATIVE EVIDENCE OF ADJUSTMENT, OR MALADJUSTMENT (E.G., "POORLY ATTIRED," "OVERLY MADE-UP"); THIS ESPECIALLY SEEMS TO BE THE CASE WITH YOUNGER FEMALE PATIENTS, AND NO SIMILAR ENTRIES FOR MALE PATIENTS HAVE BEEN NOTED; (2) RECORDS AT

ONE LARGE STATE PSYCHIATRIC HOSPITAL REVEALED THAT THE WOMEN PATIENTS RECEIVED ELECTRO-
CONVULSIVE THERAPY AT A RATE SIX TIMES THAT OF MEN,

Van Ness (7)

WHEN ASKED, AT A DEPOSITION, TO
EXPLAIN THIS PHENOMENON, THE DOCTOR RESPONSIBLE FOR ADMINISTERING E.C.T. AT THAT
HOSPITAL REPLIED: "THE WOMEN ARE MORE CO-OPERATIVE."

MUCH REMAINS
TO BE DONE ON ALL LEVELS — SOCIAL, ECONOMIC, POLITICAL, JUDICIAL — TO ENFORCE THE
RIGHT OF MENTAL PATIENTS AS A WHOLE, AND ESPECIALLY WOMEN PATIENTS, TO RECEIVE TREAT-
MENT UNDER TERMS AND CONDITIONS LESS RESTRICTIVE AND INTRUSIVE THAN LONG-TERM
HOSPITALIZATION.

IN THE AREA OF CRIMINAL JUSTICE, WE SEE OTHER, EQUALLY DISTURBING TRENDS.

IN PROVIDING REPRESENTATION IN CHILD ABUSE AND NEGLECT MATTERS, STAFF OF THE ^{OUR} ~~THE~~
LAW GUARDIAN PROGRAM HAVE NOTICED A DISTURBING TREND OF INCREASED FAMILY VIOLENCE
GENERALLY; IN MANY INSTANCES OF CHILD ABUSE, A PATTERN ALSO EXISTS OF OTHER MEMBERS OF
THE FAMILY BEING BOTH THE PERPETRATOR AND VICTIMS OF VIOLENT ACTS. THE NEED FOR
COMPREHENSIVE PROGRAMS TO DEAL EFFECTIVELY WITH THE PROBLEM OF FAMILY VIOLENCE —
BOTH CHILD AND SPOUSAL (ESPECIALLY WIFE) ABUSE—IS GREAT, AND SHOULD BE A PRIMARY FOCUS
OF ANY WOMEN'S RIGHTS ADVOCACY ORGANIZATION.

Van Ness

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IF THERE IS ONE OVERRIDING LESSON THAT THE EXPERIENCE OF THE NEW JERSEY

DEPARTMENT OF THE PUBLIC ADVOCATE HAS TAUGHT, IT IS THAT THE UNREPRESENTED — OR UNDER-
REPRESENTED — SEGMENTS IN OUR SOCIETY NEED RECOURSE TO A BROAD SPECTRUM OF ADVOCACY
SERVICES TO ENSURE THAT THEIR VOICES ARE HEARD AND THEIR CHALLENGES ARE ANSWERED.

WHEN THE DEPARTMENT OF THE PUBLIC ADVOCATE WAS CREATED BY THE LEGISLATURE IN 1974, THE
INTENT WAS TO MAKE GOVERNMENT — IN ALL ITS ASPECTS — MORE RESPONSIVE TO THE INDIVIDUAL.

ALTHOUGH ADVOCACY IS USUALLY VIEWED IN TERMS OF LITIGATION, IT IS IMPORTANT TO REGARD
LITIGATION AS ONLY ONE TOOL IN THE ADVOCATE'S ARSENAL. THERE ARE OTHER MEANS TO
APPROACH REMEDIATION OF DISCRIMINATORY OR OTHERWISE UNSATISFACTORY CONDITIONS; AN
ADVOCACY AGENCY MUST BE GEARED TO EXPLORE ALL OF THEM INCLUDING, WHEN NECESSARY, LITIGATION

AS I NOTED AT THE OUTSET, THERE IS CURRENTLY NO FEDERAL AGENCY WHICH PARALLELS
THE NATURE AND FUNCTION OF THE NEW JERSEY DEPARTMENT OF THE PUBLIC ADVOCATE. THE
CREATION OF SUCH AN AGENCY SPECIFICALLY TO FOCUS ON ISSUES OF WOMEN'S RIGHTS WOULD
BE AN APPROPRIATE AND CONSTRUCTIVE RESPONSE TO WOMEN'S SPECIAL CONCERNS IN AREAS SUCH
AS EMPLOYMENT, HEALTH CARE, ECONOMIC BENEFITS, CRIMINAL JUSTICE, AND EDUCATION.
OUR FEDERAL GOVERNMENT SHOULD TAKE A FIRM POSITION IN ASSURING THAT THE INTEREST OF

Don Ness

⑨

THOSE WHO LACK POLITICAL POWER AND REPRESENTATION WILL NOT BE IGNORED OR DISREGARDED.

THE CREATION OF A FEDERAL OFFICE OF ADVOCACY FOR WOMEN'S RIGHTS WOULD PROVIDE THAT ASSURANCE.

The CHAIRMAN. We are very pleased that we will next have Ms. Lyons and Ms. Kaplan.

I will say I was reached, yesterday, in sort of a panic situation. There are very important votes coming up in the Senate. In a little over an hour I began to get all of the anxieties of having to be in two places at the same time.

I went back over this witness list, and I decided that I am going to be a loser whatever I do. I would rather lose with you than lose by going back there and missing the opportunity to be here at this hearing today.

When I am critically editorialized for not being there, for crucial votes, we will explain to people that this hearing was very important, and in the balance, we figured this hearing was more important.

Can you help us to come to that conclusion?

Ms. LYONS. I recognized that it was a problem, and I did ask what the vote was on.

The CHAIRMAN. It was on the question of should there be permission, or should there not be permission, to have voluntary prayers in schools.

We have had this question many times since the Supreme Court decision. I have voted on this matter on other occasions. It will be with us today as it was on last Thursday.

But here we are, and thank you very much for attending.

STATEMENT OF ELIZABETH T. LYONS, MANAGEMENT CONSULTANT, ELIZABETH T. LYONS & ASSOCIATES; AND ADELE KAPLAN, DIRECTOR, RUTGERS SMALL BUSINESS DEVELOPMENT CENTER

Ms. LYONS. I am pleased and honored to be here. I will stick pretty much to my prepared statement. However, I will make comments as we go along.

I was very interested in what Ms. Allen and Mr. Van Ness had to say about some of it touching on my thoughts and observations.

I am very interested in most of the programs, policies, and funding which affect women and their careers or businesses. We have a lot of time to make up for.

I speak from the following experiences: as a woman who is a business owner; a former executive of New Jersey hospitals; a consultant in management, personnel administration, and career enrichment; a 2-year president of a 300-member chamber of commerce; and as president of the recently formed New Jersey Association of Women Business Owners.

I will address my remarks to your topics of education, employment, and antipoverty efforts, and will add one: business ownership.

I have submitted several booklets the other day, and I did not have sufficient copies to furnish you for the record, but I will make an effort to get you more. They are "Dick and Jane as Victims," and "Help Wanted: Sexism in Career Education."

Sex-role stereotyping continues at all levels of our educational systems from preschool through graduate programs. I share the concerns expressed by others that we have too few day-care centers; however, I'm mindful of the need to address the quality, as well as, quantity, in funding the expansion of preschool programs for the children of working parents. Let's remove sexism from the orientation to life styles and the comparative roles of mommys and daddys. An example I would share with you is the experience of a young, modern parent whose efforts to sew a button on his shirt caused his son great concern and resulted in the boy crying—it seems his teacher had told him exactly what mommy and daddy should do about the house—daddy had stepped out of character.

A Princeton, N.J., based group of researchers and consultants who call themselves, women on words and images, spent 2 years researching children's school readers, they then wrote the original edition of "Dick and Jane as Victims." Their study included 134 of the most widely used elementary school readers from 14 publishers and 2,760 stories. They found:

Boy-centered stories to girl-centered stories 5:2.

Male biographies to female biographies 6:1.

The CHAIRMAN. By the way, I had the most delightful time Friday morning at a sixth-grade presentation of a quilt that the whole class had worked on. And in presenting it to the museum, it has a patchwork, and the patches have signatures of all of the Members of the Senate. The boys were working on it, and were having a good time.

Ms. LYONS. When my son was a teenager, he said to me, if he could not cook and sew, in our household he would be in really tough shape.

I said, if you cannot cook and sew for yourself throughout your own life, you will be in trouble.

The CHAIRMAN. The only thing my wife cannot do is sew. She is left handed. I have to do it. I put thimbles on all fingers.

Ms. LYONS. I demonstrated early in my marriage that I did not know how to iron shirts, and I never learned.

In addition to the absence of role models for females, the survey disclosed that boys displayed ingenuity, creativity, bravery, team work, perseverance, achievement, competitiveness, and knowledge of how to use power.

The second sex theme identified illustrated the negative of active mastery: passivity, incompetence, fearfulness, docility, and in most cases, an inclination to be a spectator to life; girls generally watched the action-oriented boys.

Whenever I give a speech, I begin with an exercise of women in American history, and present people with 24 questions. It is a matching exercise with the answers at the bottom of the page.

Very few people can match more than five women in that study. When we ask them to name American women they admire, very few can name as many as five names. It is appalling, and this is a

reflection on what we were teaching young men and women about women in history.

The impression-generating early readers are important because they were read and believed by teachers, teachers of teachers, persons who influence the training of guidance counselors, those who advise parents and children, etc., the malignancy grows. We witness the results of sexism in education as we encounter women seeking mid-career changes and alternatives to their current jobs as teachers, secretaries, social workers, and librarians.

Some examples of deficiencies in education and training of our youth are:

The young woman who asked her guidance counselor for advice in the selection of a medical school and was told to leave the doctoring to men and direct herself to a career in nursing.

The young man who was discouraged from seeking a career in nursing because "the pay is too low; be a doctor."

The young women in an undergraduate communications course who, at the end of the semester discovered they had role-played writers of TV shows while their male classmates had acted as producers, directors, assistant directors and technicians.

The young woman's parents protested to the school principal, who counseled the counselor; that young man did not pursue a career in nursing; and the women in the communications course did not sue for a 75 percent refund of their tuition.

Frankly, I believe that if there were more action—and perhaps Mr. Van Ness' office could be of assistance to women if there were more action on the part of women when they have been short-changed in educational systems, perhaps that would change.

I served for a brief period on the advisory board of a CETA program and was dismayed to learn women were being recruited into training programs for nurse aide, typist, file clerk, and similar low-income positions. Males were encouraged to become forklift operators, machinists, auto mechanics, and drivers.

The differences in earning capacities are obvious—one wonders how a woman trying to free herself of her dependency on welfare or unemployment could afford to work, and pay taxes, at these wage levels when remaining at home with her family (on welfare) might provide more spendable income.

You've received testimony on the comparative earnings of males and females in similar positions; and some statistics which indicate our daughters might not enjoy the same life styles as our sons.

Let's use an example of Dick, the junior accountant, and Jane, the bookkeeper:

Dick earns \$12,000 per year for 20 years, a total of \$240,000.

Jane earns \$8,000 per year, for 20 years, a total of \$160,000.

What might Dick buy with the \$80,000 difference in their earnings? Those earnings might influence the education of one's children, homeownership, savings to supplement social security, a new career, et cetera.

Job specifications set down by organizations place unnecessary and sometimes unrealistic demands on the individual who was previously misdirected, or uninformed about career preparation. The requirement of a B.S. in accounting with 16 accounting credits could be reduced to the 16 accounting credits held by the person working toward a bachelor's degree. The capable, experienced bookkeeper might then qualify for the junior accountant position and

use the additional pay or the organization's education benefit program to complete her studies.

Perhaps if we can turn the job vector around so that the emphasis will be placed on the knowledge that is required and let the individuals who have been denied those jobs because of the lack of a bachelor's degree, move into the job and finish the degree at a higher rate.

The CHAIRMAN. How about substituting an application for employment for a résumé?

Ms. LYONS. I believe the résumé is important in some cases. It is seldom for the recent graduate because the recent graduate has very little to report or put on a résumé except the courses completed. And they sometimes go into a great deal of puffery to try to make the résumé attractive.

Other people who have a great deal of difficulty with résumés are women reentering the workforce or who want to get out of the home and into some kind of work, who have only their experiences as volunteers or homemakers.

It requires almost—more creativity than most people have to write résumés which will make them acceptable in positions in business and industry, if the reader can identify that the woman spent 10 years in education, social work, government, or a volunteer, and wants to start a new career or alter her potential for career development.

A résumé is very important for those who have 2 or more years of work experience, because the résumé represents and documents experience and position duties and how one might have progressed since entering the workforce.

I would like now to address the topic of business ownership.

Business ownership has become a viable alternative for women who have been unsatisfied as employees of large and small organizations and women who want to reenter the workforce and find doors closed to them because they lack recent employment experience or are too old.

Most, however, are motivated to own and operate businesses or firms which allow them to be independent, creative, innovative, and direct and manage their own careers.

Some are new to the responsibilities of the chief executive but are learning quickly as their staffs grow. Women who started a few years ago in what they expected to be one-person organizations have reported increased earnings and opportunities for growth and so have become employers of women and men.

Last year, through the business ownership for New Jersey women exposition, a number of business owners met and formed what is now called the New Jersey Association of Women Business Owners.

Incidentally, we know of only one other State association and that is in North Carolina. Most of the others are metropolitan associations.

The members share these concerns: The enforcement of the Equal Credit Act—I would like to pause here for a moment to thank you for your responsiveness when the Raritan Valley Chamber asked you to do something about the fact that women had a terrible time getting credit.

I do not know if the audience knows that you wrote the first equal credit bill in the Senate. Thank you.

The CHAIRMAN. Is that law working out pretty well?

Ms. LYONS. There are still some problems.

The CHAIRMAN. Be certain to tell us about those problems.

Ms. LYONS. Another problem is inflation, and its impact on wages, postage, supplies, and fuel. I heard the other day—it does not impact tremendously, but I understand there is some consideration of teenagers and whether they will be paid the minimum wage.

The CHAIRMAN. These people that are so generous and compassionate and want to give them an opportunity to work by giving them a subminimum wage which is a subhuman wage.

There must be something in literature to describe that way of bearing those kinds of gifts.

Ms. LYONS. We feel that women are not represented on enough advisory boards and committees, and not perhaps, with the exception of these hearings, are not asked to testify frequently enough as to how bills and various pieces of legislation, and certainly how regulations, impact on women.

Opportunities to contract with government—through simple procedures;

Visibility in chambers of commerce, trade and professional associations; and

Recognition of the woman business owner and identification of the criteria which make her eligible for benefits afforded other small business owners.

One of our first actions was to urge the members of our association to join their chambers of commerce and especially the small business committees of the chambers. We seek integration not isolation and use our mutual strengths and support systems to make that possible for all.

We've discovered role models in the woman who chose to become a painting contractor and to paint our houses as she once painted hers; one who owns an office and home cleaning service, employing 16 persons; another who chose to own an automobile agency, rather than keep the books for one; and women who own trucking firms, restaurants and plants producing anything from cosmetics to heavy machinery.

Some women have encountered very little difficulty in getting started. Others have had to fight for credit. The women who have had the most difficulty are those who have had little business experience or who are of economically disadvantaged groups.

They continue to have those difficulties in getting money to buy a franchise, in getting enough credit. It is quite simply very difficult. The woman who is motivated, educated businesswise, profit oriented, and extroverted has an excellent chance, regardless of how she started.

But the person who is limited in the amount of money that is loaned her to start a business is almost destined for failure, simply because there is not enough to take her through the first year.

Our recommendations then are to:

Focus on sexism in education; reward programs which encourage children to explore all professions, occupations, and interests. Deny

funding to organizations, systems, and programs which perpetuate sexism in education.

Encourage employers to reduce strict degree requirements for positions where degrees are not required by law, statute, or professional certification.

Require educators and career counselors to attend courses or seminars about current career opportunities. Let's begin to direct women to chemistry and electrical engineering, where there are good paying jobs, rather than into liberal arts and some of the other less income productive fields.

Involve business and industry in the design of educational and experiential process.

Our Raritan Valley Regional Chamber of Commerce is 60 percent small business, but many, many of the companies are divisions of the Fortune 500 corporations, who experience great difficulty in recruiting young men and women to meet the needs of their organizations.

They cannot find enough people who are occupation or job oriented. These seem to have been lost by the wayside because of concentration and interest in degrees.

There is very little that exists in the way of career training for those people. There needs to be some better relationship between business and industry and the school systems to encourage youngsters beginning in very early childhood so that a carryover from the antibig business activities of the sixties, which influences many educators, will not in turn influence young people, because it does divert them from seeking certain kinds of jobs.

Design and encourage cooperative education programs for youth which offer work experience in business, industry, health care, et cetera; beginning with the elementary grades and continuing through undergraduate levels.

Study each bill, law, policy, and procedure to identify its impact on women, especially working women and women business owners.

Appoint women, especially businesswomen, to committees and task forces.

Provide categories of small business loans which might be used by women starting or expanding their businesses; extend the services offered by the SBA to accomplish this.

We must also prepare ourselves for an adverse decision in the *Weber-Kaiser Aluminum* case that is pending before the Supreme Court. That will have an impact on women in business.

Extend funding of resources such as, the women's division of the Rutgers University Small Business Development Center, for through this source—and in a very short period of time—many outstanding accomplishments have been recorded.

Require all Federal agencies to agree to the definitions of small businesses and women-owned businesses.

If I may add something I had not planned to say—about the displaced homemaker. We have been working in Hunterdon County adult education displaced homemaker program and I support what Clara Allen said about the women in rural communities, and the problems in bringing women into the displaced homemaker program. Women won't explore career orientation and job-finding skills sources is they hate the title, "displaced home-

maker," I was very attentive to what you said earlier—the self-image is a problem.

The woman who has been in the home for 20 years and suddenly is displaced from that home has that problem. Throughout her school years she was taught that women are not really very productive individuals except in their homes.

Through distasteful and demeaning situations of one kind or another, the displaced homemaker's self-image is diminished. I have seen that there is a need to rebuild that. Also, there is a need to make these women aware of the current job opportunities, of the options, of having a job outside the home, and of rebuilding her confidence and her self-image.

There are many, many things we might do, but I think the title, "displaced homemaker," is a turnoff, and makes it more difficult for those of us who try to reach that group and demands our attention.

The CHAIRMAN. That description was created by Government people, legislators, bureaucrats. I think we ought to turn the issue of the proper name over to the ad agencies to find a better way to more accurately describe this real-life situation.

I was going around and around with this issue last night. Maybe before the day is over we will have the proper way to describe a "displaced homemaker." Certainly it is a new challenge and opportunity.

Ms. LYONS. I just wanted to add, insure equal rights and equal opportunities in business and financial matters. I hope we move mountains to pass the Equal Rights amendment.

Thank you for the opportunity to give you my observations. I will probably want to comment, because I am sure Adele Kaplan's comments will stimulate additional remarks.

The CHAIRMAN. Thank you very much. You have been of great assistance to us in our work.

Are you familiar with an activity that is 5 years old, which originated in the Ridgewood YWCA? The award tributes to women in industry?

Ms. LYONS. Yes.

The CHAIRMAN. I was there a week ago Friday, their fifth annual event. It was most impressive. The industries and 51 women received awards.

Ms. LYONS. There are very interesting things happening in industry. We know of several where career awareness programs are presented to make the women in that industry aware of the opportunities which exist there, and of the educational programs, and how they might take advantage of that in order to grow within their organization.

There are some exciting and interesting things happening.

The CHAIRMAN. Now Ms. Kaplan.

Ms. KAPLAN. I am afraid I have to divest myself of the title of director of the Rutgers Small Business Development Center. I wish I could tell you that I was director of the women's division, but here again, bureaucracy has indicated that I be identified as manager, special group emphasis division, Rutgers Small Business Development Center.

The CHAIRMAN. We know how to make some tongue twisters too.

Ms. KAPLAN. Let me tell you something of the experiences of the past year.

It has been about a year since I joined the staff. At that time a contract had been written, and funds awarded, to establish a special program for people who are socially and economically disadvantaged.

We read that to mean, in the first instance, women whom we argued, relative to business ownership, were socially and economically disadvantaged, and so for the 8 months of the contract, the women of the State of New Jersey were the group with whom we worked.

The grant is over. We were funded. We are now unfunded. We have no longer the kind of resources, modest as they were, which enabled us to develop programs. I re-echo the terrible problems of the failure of funds to continue.

Let me tell you briefly about the Rutgers Small Business Development Center. It is one of the eight higher education institutions that were funded by the Small Business Administration and the Economic Development Authority to help business people in ways similar to the ways in which the schools of agriculture have historically helped farmers.

However, the small business development centers are very modestly funded, and the women's division of the Rutgers small business development is no longer funded. I am now mandated to move on to other "special groups" such as veterans and the handicapped, and to focus less on women.

Our 8 months in the Sun are over. In awarding this contract to Rutgers, there was obviously a recognition of the great interest that women have in business ownership, and of the special problems that confront women in private enterprise.

Economists in the seventies failed to anticipate the movement of women into the labor force. In their commitment to the notion that economic necessity was the sole motivator, they missed the economic impact of the changing values of our society; values which stressed self-determination.

For those of us who really have an interest in autonomy, small business is, of course, one way of doing that. Some of the statistics of women in the labor force have been mentioned by Clara Allen, and I will not go into those.

But we really do need to note that we were moving into the labor force in increasing numbers, and in fact, in many areas we are breaking through longstanding barriers, in medicine, law, politics.

It is interesting to note that in 1968, at the Rutgers Graduate School of Business, there were only 5 women out of 600 students. Ten years later, 400 of the 1,600 students are women.

These women in graduate schools of business have not moved into private enterprise; maybe that will be the next step. They are mostly ensconced in large corporate structures, with considerable success, by the way.

We still have a very tiny minority of women in the business ranks. The last data on that came from the 1972 Chamber of Commerce census, which at the time found that only 4.6 percent of all business in the United States were owned by women.

And of that 4.6 percent, we generated an even smaller percentage of the total receipts.

Additionally, in 1972, the vast majority of the women-owned businesses were concentrated in the service and retail trades. That still holds true, although there are some changes, as Betty suggested.

The State of New Jersey showed an overall pattern similar to the rest of the United States in 1972.

With these data, with the fact that women are moving into new areas, there appears to be some sort of a commitment on the part of President Carter, or at least in his preinaugural talks, when he talked about the problems of women entrepreneurs, and mandated the creation of a task force which produced a report called, "The Bottom Line: Unequal Enterprise in America," out of which have come some splendid points.

Whether they will be acted upon remains to be seen.

In our mandate, I will refer to us as the women's division. At this point we were asked to do a number of things; to create connections to other institutions and agencies with whom we could work to develop programs for women, to develop research, to do programs, and to come up with recommendations.

In the 8 months' time, we have done all of those things. We have been able to do so because of the inordinate response to our efforts, primarily of women, but of men as well.

In doing our research we contacted 18,000 women in the State of New Jersey. We got a response upwards of 15 percent to a 6-page questionnaire which almost 2,000 women responded to.

In offering programs to women in the State, we have had tremendous responses in terms of audience. The two most memorable evenings were one last summer at the Montclair Y program of "Women on Business." It was 90 degrees, and 90 women showed up. They knew the place was not air-conditioned.

The other was on a sleeting, icy night in Cherry Hills, where we had a program on women in business, and 129 women showed up. It was an astounding response.

Additionally, we have established very important working relationships with other agencies and institutions of the State.

It pleases me for a number of reasons. For one thing, it was terribly productive. And the second thing, it called the lie to the old saying that women cannot work cooperatively.

I cannot tell you how cooperatively we have worked on these concerns in the last 8 months. I think that is a very heartening thing.

The research we did, it is all in my written testimony. I think it would bore you to tell you much more about it, except that we found that women are very interested in business ownership. Women are able to define what they consider the barriers to either going into business or remaining in business.

And from the suggestions which stemmed from the research, we have developed programs which address those concerns.

I would like to suggest an interesting research finding, that women are choosing to move away from the stereotypes of business ownership, away from service businesses. That being the case, our

obligation becomes stronger to give them the kind of tools with which to do that.

You cannot "intuit" a tool-dying business. We really need much more help than is available at this moment to us. It is in the testimony, if you would like me to read the findings—women need help. They need help in management skills. They need additional capital.

They need to address the personal issues, which is what I want to spend time on. They have to deal with their own a lack of preparedness in areas that require new kinds of strengths, strengths in which we have not been trained.

I would also like to say that the "Exposition—Business Ownership for New Jersey Women," has been nominated for a national award for innovative training activities, and in fact, we are going to be doing our second exposition this September here in Trenton. Next year it will be at Atlantic City.

I would like to spend time now in some discussion of what needs of women as entrepreneurs emerged from the programs and research. A current theme is that women are impeded by internal barriers, barriers which hinder them in private enterprise.

By that we mean the attitudes deeply imbedded about themselves and their relationship to society, that stem from early childhood. Girls and women are encouraged to stay at home, to stay safe, to accept the guidance of others, and to leave decisions to others.

These are absolutely unrealistic attributes at a time when 43 percent of all women in the labor force are supporting themselves and their dependents.

That is an astounding statistic: 43 percent of women are supporting themselves and their dependents.

Of course, we know that the differential in earnings between men and women is significant.

The CHAIRMAN. I have heard that; it is hard to believe.

Ms. KAPLAN. That is a brand new figure.

The CHAIRMAN. We all have friends where both people work, but you cannot say they are the sole supporter.

Ms. KAPLAN. 43 percent.

The CHAIRMAN. Are these the sole supporters?

Ms. KAPLAN. Of themselves and their dependents.

The women's division, our division, offered programs which confront these internal barriers, and press a consideration of the attributes needed for success in private enterprise.

We have designed workshops around issues of risk taking, competition, and power. We as women simply do not have a sense that to play to win is good. Indeed, we have had little training in any kind of gaming.

Business enterprise requires that competition be seen as a positive value, just as successful men view it. We have to learn that competition and power are not things only to be used against us, that competition can be enjoyed, and that it is something that we need to learn to use.

Competition, the ability to compete, is not a sinister attribute. Being competitive and achieving is perceived by both women and

girls as somehow not being nice, as being unseemly—the stereotype that would have power and achievement rest with men.

Women need to shed the stereotype that power and competition are not feminine. It is a luxury we can no longer afford.

The responsibility that women bear in interpersonal relationships, either in contributing to family income or supporting a family, demands that they become competent providers.

But we have been denied the experience to do this job. In our workshops and courses, we talk with women about changing their thinking. It is relevant that other women, experienced women, lead these workshops. It is important to see that women have dealt successfully, with these issue and have developed skills and confidence.

Besides the development of confidence and a taste for competition and risk taking, women must learn those business skills which they are so seldom taught. Women are discouraged from developing mathematical skills without which a business cannot be run.

In fact, the woman with good math skills is somehow viewed as not being feminine, and worse, it is believed by many that women are not constitutionally capable of doing math. That math skills are a gender attribute; that constitutionally we cannot do math.

Patricia Lund Casserly, of the Educational Testing Service, has conducted a survey funded by the National Science Foundation entitled, "An Assessment of Factors Affecting Female Participation in Advance Placement Programs in Mathematics, Chemistry, and Physics."

It is a very intriguing study. The purpose of the study was to determine what characteristics were shared by schools which consistently turned out equal numbers of boys and girls skilled in math and science.

The schools were chosen on the basis of having advanced placement math programs, in which there were equal numbers of boys and girls. The characteristics which the schools had in common were, first, high expectations that the students would achieve. No one excused a girl from doing math, not even if she cried. There were no outs. Teachers held students to tasks. Teachers were also able to communicate that they, too, had had problems with math; that just because one has difficulty, one doesn't stop trying.

They demystified the process, and held people to it.

Another thing the schools had in common was a strong parental commitment to the schools' math and science programs.

The third attribute or characteristic that Patricia Lund Casserly found was that the teachers stressed the specific skills of "reading", math, reading which involves a higher degree of precision and concentration; reading in which every comma counts.

Finally, they encouraged their students to think creatively about math, and to recognize that math can involve educated hunches and intuition, to which one then applies math skills in order to test out the hunches.

This is very different from the way I experienced math, which was being handed a page of computations, and panicking, having no idea how to proceed to decipher it.

An interesting insight gained was that often the guidance counselors too easily were ready to empathize with student discomfort

with math, particularly with girls, an attitude which was resisted by the math teachers in these particular schools.

These schools cut across all types of schools—private, public, parochial, rich kid schools, poor kid schools, and in each of those categories, Patricia Casserly found schools that had these strengths.

Our division, in response to this concern about math, along with the organization WAM—Women and Mathematics, themselves mathematicians and physicists, sponsored a conference hosted by Prudential called, MODE: Math Opens Doors Everywhere.

We invited guidance counselors from all over the State. It was a wonderful program, a lot of important issues were discussed. Concern was expressed that guidance counselors understand not failing to encourage their students to do math locks them out of most choices in their career planning.

There are fewer and fewer areas that do not require comfort with numbers.

Just to substantiate the sense of how terribly important mathematical skills are, let me tell you about a study in California, which is called Mathematics and Sex, which appeared in the American Mathematical Monthly in October of 1976, in which Dr. Ernst talked about the consequences of inadequate mathematical training of women in high school, with consequences which effectively close many career options.

In a systematic, random sample of freshmen admitted to Berkeley in the fall of 1972—Berkeley is a competitive school, good students go to Berkeley—it was determined that 57 percent of the entering boys had taken 4 full years of mathematics, compared with 8 percent of the girls. The 4-year mathematics sequence is required for admission to mathematics which in turn is required for majoring in every field of the university, except for the traditional female and hence lower paying fields of humanities, social sciences, social welfare, and education. In effect, 92 percent of the women blocked themselves out of 75 percent of all majors. I think that is astounding and very troublesome.

The CHAIRMAN. May I interrupt? You are talking about a lack of adequate curriculum response to the needs of women. This is all very well, but how are we at the Federal level going to handle this matter? This is educational policy.

There is one taboo that we hear about in education, the taboo of Federal involvement in the guts and substance of the curricula of education.

Even though we are paying for instruction and hardware to support a structure, how can we get into a school's curriculums?

Ms. KAPLAN. That one conference that we were able to do with guidance counselors in the State of New Jersey should be one of many—

The CHAIRMAN. Who funded it?

Ms. KAPLAN. We existed, the women's division existed. Prudential put up the money. They hosted us and served lunch.

Women and Mathematics—WAM—have some Federal funds, which enable them to do certain things. So there are ways, short of designing curriculums, which encourage a consideration of these issues, which we know to be so important.

The CHAIRMAN. You certainly make it clear that policy should reflect needs. How we program it is important, as long as we don't go into substance. Perhaps if the departments promote educational forums—

Ms. KAPLAN. Exactly.

The CHAIRMAN. I wonder if we could have the benefit of reading the rest of this testimony. I get the word that I have to be on a train before too long.

Ms. KAPLAN. That is probably all I want to say except that it is too bad, whether in this particular instance, or any of the others, to get started, to have met an incredible need, and then to be cut off.

The CHAIRMAN. Say that again?

Ms. KAPLAN. To get started, to have a great need, and then to have funds stopped.

The CHAIRMAN. You finished the contract term, didn't you?

Ms. KAPLAN. Yes, that is what I mean. We were not eliminated because we were bad people, but the contract ran out.

The CHAIRMAN. If you have any problem—the way you describe the existence of a women's division—let me know, because there should be this kind of emphasis within this center.

Ms. KAPLAN. There is no money for it.

The CHAIRMAN. You said you might get into trouble by calling yourself that?

Ms. KAPLAN. I was half joking. I wish we could have dialog, but there is not enough time.

Thank you very, very much.

The CHAIRMAN. Thank you.

[The prepared statement of Ms. Kaplan and additional material supplied follow:]

Testimony of Adele Kaplan
Manager, Special Group Emphasis Division
Rutgers Small Business Development Center

WOMEN AND BUSINESS OWNERSHIP

before the

United States Senate

Committee on Human Resources
Trenton, N.J.

April 9, 1979

THE COMING DECADE: AMERICAN WOMEN AND
HUMAN RESOURCES POLICIES AND PROGRAMS

Good morning Mr. Chairman and members of the Senate Committee in Labor and Human Resources. I am Adele Kaplan. I am pleased to have been invited to participate in these hearing and to discuss with you our experiences in working with women entrepreneurs and with women considering business ownership.

For the last year I have been on the staff of the Rutgers Small Business Development Center. For the first eight (8) months of this time I served as Manager of the Special Group Emphasis Division, under contract from the U.S. Small Business Administration.

The Special Group Emphasis Division was mandated to serve groups who are seriously underrepresented in the ranks of small business owners. The Division initially focused on the needs and interests of women in New Jersey. The value and timeliness of this focus will, I believe, be supported by a discussion of the programs, research findings and recommendations which stemmed from work done under the contract and indicate the very considerable interest that women in New Jersey have in business ownership.

Inevitably, these eight (8) months have come and gone and we are no longer funded to continue the research, counseling, and programs directed specifically towards women.

But first, some background information on the Rutgers Small Business Development Center and a brief overview of women in the labor market and in the ranks of private enterprise.

RUTGERS SMALL BUSINESS DEVELOPMENT CENTER

The Rutgers Small Business Development Center (RSBDC) is organized to coordinate efforts of Rutgers University and colleges/universities in assisting the state's small business sector. In

January, 1977, the Center was officially designated by President Ford as one of eight pilot Small Business Development Centers (SBDC'S) established at institutions of higher education. Today, the Center provides assistance to independent businesses throughout the region from its offices at each of the three campuses of Rutgers: Camden, New Brunswick and Newark, as well as the campuses of other colleges and universities.

The Center assists business people in problem solving. By extending the breadth of skills and experience of the manager beyond the resources of his or her own firm, the capacity -- both in time and talent -- to solve problems increases. The Center assists with:

- Staff professionals who are specialists in certain areas
- Faculty members of Rutgers University and other affiliated universities and colleges
- Small Business Administration personnel
- Retired executives with extensive experience in business
- Graduate and undergraduate students
- Other university resources
- Other public and private sector organizations accessible to the Center

Owners or potential owners of small businesses can expect to receive assistance in the following areas:

- Management
- Technology applications
- Government regulations and red tape
- International trade development

- Training
- Capital Formation
- Business Planning

Collaborating with and funding the Center are the U.S. Department of Commerce, the Small Business Administration, the New Jersey Department of Labor and Industry, and the Rutgers University Graduate School of Business Administration.

WOMEN IN THE WORK WORLD

Economists in the 70's failed to anticipate the movement of women into the labor force. In their commitment to the notion that economic necessity was the sole motivator, they missed the economic impact of the changing values of our society which stress self-determination.

The U.S. Department of Labor and Commerce report of September, 1978 finds that almost one-half of all husband/wife families in 1978 had two or more wage earners. The number of married women in the work force is over five times as large as it was in 1940. This, coupled with the growing number of single women and women heads of households, has created a situation which in 1977 found 56% of women 16 years of age and over working all or part of the year.

In a job market in which women continue to earn less than men for jobs of equal value - in 1977 full-time women workers earned \$6,256 less than men - women are turning to entrepreneurial ventures as well as to other non-traditional careers.

However, despite the fact that career-oriented women in the United States today are breaking through the long standing

barriers in medicine, law, politics, and many other fields. (it is interesting to note, in this regard, that in 1968 at Rutgers Graduate School of Business there were only five (5) women out of 600 students, whereas in 1978/79 400 of the 1600 students are women) nonetheless, women still represent a tiny minority among business owners. Despite the fact that women account for over one-half of the United States population and play a vital role in the social and economic growth of the nation businesses owned by women numbered only 402,025 in 1972, a mere 4.6% of all businesses operating at that time. These figures, the most recent available, were collected by the Census Bureau for the Commerce Department's Office of Minority Business Enterprises and are reported in "Women-Owned Businesses- 1972".

The report indicated the women-owned businesses operating in 1972 generated \$8.146 billion in receipts. This sum represents about 1% of the small business portion of the \$1.9 trillion total in gross receipts of businesses operating during that year.

In 1972 the vast majority of women-owned firms were concentrated in selected services and retail trade. These firms accounted for 71% of all women-owned firms and 70% of their receipts.

The State of New Jersey showed an ownership pattern similar to the rest of the U.S. during 1972. In New Jersey about 68% of women-owned businesses were involved in selected services and retail trade. These firms accounted for about 69% of receipts from New Jersey women-owned businesses.

In 1972, 98% of the women-owned businesses were of the

sole proprietorship form, about 24 were partnerships and 0.34 were corporations.

Secretary of Commerce Juanita M. Kreps has stated, "A significant number of women have evidenced a strong desire to become entrepreneurs and to take their chances in the free enterprise system... But their chances are not good."

In one of his pre-inaugural addresses, President Carter spoke at length on the topic of women in business. The President made the problems of the women entrepreneur one of the major concerns of his administration and he specifically sought action in two areas of vital importance to all women in business:

- end the unfair practice of discrimination of women in obtaining credit and insurance.
- end discrimination by Federal contractors and sub-contractors against women business owners.

In order to meet this commitment to women in business, President Carter established the Interagency Task Force On Women Business Owners. The purpose of the task force was to provide an overview of the current and potential impact of women on the economy. The Task Force has identified the needs of women business owners, so that programs of assistance can be instituted. Indeed one major problem faced by women is that they have been discriminated against in the field of credit. The aspiring women entrepreneur may be armed with all the essential skills and more than adequate background for a loan but may still come upon hidden prejudices. This kind of discrimination is crippling since, without outside financing the aspiring entrepreneur must try to accumulate the required capital on her own. Unfortunately, the

number of women with access to sufficient capital to try an independent venture is miniscule.

There is another key reason for the small number of women entrepreneurs: women have not been encouraged to acquire basic business skills and they have traditionally avoided business school. Because of this, many women lack confidence and do not even think about going out on their own. Many view themselves only as capable support personnel.

A large number of problems exist for women entrepreneurs many of which are shared with male business owners. However, there are some problems more characteristic of women and more directly related to social role and expectations, to psychological barriers and to lack of adequate training and background.

SPECIAL GROUP EMPHASIS DIVISION

The funding for the Division was a response to a growing understanding that for women, as well as for other socially and/or economically disadvantaged persons, access to business is problematic.

The Division sought to address itself to the needs of New Jersey women relative to business ownership. To this end research was undertaken, programs were developed, clients were offered management assistance through basic counseling services. More specifically, the Division engaged in the following activities:

1. established linkages with resources whose assets or skills could be tapped by the Division on behalf of small business owners.
2. conducted research which identified and weighed the factors responsible for the small number of women

business owners in the State of New Jersey and developed plans and programs to provide assistance to potential and current business owners.

3. initiated conference workshops, clinics and courses, throughout the state, and
4. identified and evaluated the needs of small business enterprises owned by clients of the Division and provided management assistance to Division clients.

The Division was able to cover a tremendous amount of ground in these eight (8) months largely because of the overwhelming interest expressed both by the women in New Jersey and by the institutions and agencies with which we worked.

RESOURCES

Working relationships were established with university, college, federal, state, quasi-state, and private resources. The nature of the cooperative efforts - and the degrees of cooperation is most heartening - range from research, consultation and referral to joint program development.

A list of the resources follows:

1. American Women's Economic Development Corporation, New York, New York
2. Black Women Unite*, Inc., Newark, N.J.
3. Catalyst, New York, N.Y.
4. Comprehensive Employment and Training Administration, Newark, N.J.
5. Interracial Council for Business Opportunity, Newark, N.J.
6. National Organization for Women, Maplewood, N.J.
7. National Association of Black Manufacturers, Washington, D.C.

8. National Association of Negro Business and Professional Women's Clubs, Inc., Newark, N.J.
9. Newark Commission on the Status of Women, Newark, N.J.
10. New Jersey Association of Women Business Owners, New Brunswick, N.J.
11. New Jersey Business & Industry Association, Trenton, N.J.
12. New Jersey Department of Community Affairs, Division on Women, Trenton, N.J.
13. New Jersey Department of Labor & Industry, Division of Economic Development, Trenton, N.J.
14. New Jersey Federation of Business & Professional Clubs, Trenton, N.J.
15. New York Association of Women Business Owners, New York, N.Y.
16. Prudential Life Insurance Company, Newark, N.J.
17. Puerto Rican Congress of New Jersey, Minority Business Development Center, Perth Amboy, N.J.
18. Rutgers University, College of Arts & Sciences, Newark, N.J.
19. Rutgers University Extension Division, Camden, N.J.
20. Rutgers University Extension Division, Continuing Education for Women, New Brunswick, N.J.
21. Rutgers University Graduate School of Business, Interfunctional Management Team, Newark, N.J.
22. Rutgers University Women's Center, Douglas College, New Brunswick, N.J.
23. Young Women's Christian Association, Elizabeth, N.J.
24. Young Women's Christian Association, Montclair, N.J.
25. Young Women's Christian Association, Orange, N.J.

26. Women and Mathematics (WAM), St. Peter's College,
Jersey City, N.J.

RESEARCH

Two major research efforts were undertaken by the Special Group Emphasis Division. 18,000 women received questionnaires.

A. SBA National Women's Ownership Campaign

A questionnaire for women business owners and for women planning to start a business was developed and mailed to 4,000 New Jersey National Organization for Women (N.O.W.) members as an insert in a period called New Jersey N.O.W. The questionnaire addressed itself to the concerns of the SBA National Women's Ownership Campaign, focusing on ways to increase the number of women entrepreneurs and the survival rate of businesses owned by women. In addition, the questionnaire was designed to assist the Division in identifying women who were planning to start a business as well as those currently managing their own enterprises by asking in which areas each of these groups would like help. Questions were also asked of women who had never considered starting their own business.

The responses to this pilot study strikingly confirm the great interest women are expressing in business ownership. 3/4's of those women who have never considered owning their own businesses nonetheless expressed interest in attending a workshop designed to present the opportunities of owning one's own business and 2/3's of this group were interested in a course designed to increase mathematical skills. More about this later.

With very few exceptions, women interested in starting their own businesses would like help in pricing strategy, test marketing

and credit worthiness. Other areas in which aid was sought include questions on the types of business to start, legal assistance, accounting and tax assistance, capital sources, public relations and advertising, marketing strategy, finding and using consultants, where to locate, personnel management, start-up procedures, finding appropriate mailing lists, how to value a franchise, resources for minority people, pilferage control and moral support.

A further study finding suggests that women considering business ownership are moving away from the conventional choice of service businesses into such areas as retail, construction, manufacturing and mail order. Whereas none of the present owners are in construction, 3.6% of women considering ownership were interested in the construction business. Similarly with manufacturing, 7.1% of potential owners were interested in this form of business. 4.8% of current owners are in the mail order business, and 8.9% of potential owners are considering mail order opportunities. 9.5% of current owners are in the retail business whereas 21.4% of potential owners are interested in retail trade. Finally, 81% of current owners are in service business while fewer than 50% of potential owners are considering service business.

These findings suggest the need for more education and a greater variety of educational programs. Women are no longer clustering around the stereotype, and will therefore not be quite so able to count on intuition and a general level of sophistication but will require more substantive information.

Almost 1/2 of the current owners indicated that they have external business problems with which they would like help, of whom 50% sought help in establishing a credit line with suppliers. Other

needs include help in advertising, public relations, analysis of market, and layouts in displays. The establishment of executive networks is another indicated need.

Business owners typically list lack of capital as a central problem. In this study, however, fewer than 1/2 of the respondents reported that lack of capital is a particular problem. In addition to lack of capital, the following problems are listed: maintaining records, managing employees, pilferage, declining sales, obtaining locations for in-store displays, time organization and collecting bad debts.

Summary

As evidenced by this pilot study, women of all ages are very interested in business ownership and are willing to participate in courses and workshops. Further the choices of business which women now consider differ from the current stereotype and from the choices of the past. The commonly held belief that women are traditionally in service businesses is substantiated by the data. However, it is interesting to note that women are considering other choices.

It is significant that fewer women than might be expected said that they cannot get money from the bank and they they are troubled by lack of capital. However, there are other areas in which the respondents have indicated need for help, many of which are in managerial and technical areas and suggest further interest and need for courses and workshops.

B. Rutgers Graduate School of Business Administration,
Interfunctional Team Research

The goal of the research was to identify and weigh those

factors responsible for the small number of women business owners in the state of New Jersey and to develop a plan of programs and services which would assist potential and current women business owners so that the effect of the negative factors can be nullified.

A questionnaire was devised which developed a profile of women in four categories:

- women who have never considered a business
- women who have considered starting a business but have not actually started one,
- women who have started a business but have left the business or closed it, and
- women who currently own and operate their own businesses.

These profiles included demographic characteristics and identified the barriers to business ownership which women perceive in society, as well as the problems actually encountered by women in starting and/or operating a business. Using this information, the team identified the needs of potential and current women business owners in the State.

The team mailed out approximately 14,000 questionnaires to women throughout the State. These women were chosen from three sub-populations of New Jersey women:

- 7,000 New Jersey housewives,
- 6,000 executive, professional and working women in New Jersey and,
- 1,000 women in New Jersey who have contacted the U.S.

Small Business Administration (SBA).

Analysis of Research Findings

The survey research produced returns far beyond expectations, yielding at the initial cut-off date of six weeks, a response rate of over 134, or 1,702 responses out of 13,800 women surveyed. Since that date, an additional 500 surveys have been returned bringing response rate to over 154.

The data was broken down according to the four aforementioned categories of women.

The level of education of the respondents was similar across all four categories with the exception of the doctoral level, most of the women holding doctorates are current business owners. Note that this group of doctorates includes physicians and lawyers in private practice. The largest proportion (approximately 29%) of each category of women have had some college.

There are no clear differences in age category, marital status and presence of children at home among the four categories of women.

The percentage of women who have taken courses in book-keeping, accounting, marketing, management, finance, and business law is higher among previous, current, and prospective owners than among those who have never considered ownership.

Perceived vs. Experienced Barriers:

The research identified the factors responsible for the small number of women business owners in the State of New Jersey. The results indicate that women who have never owned a business perceive the top five factors discouraging women from so doing are:

1. insufficient capital

2. inability to obtain credit
3. lack of management experience
4. lack of experience in the field and,
5. children or family needs.

Previous women business owners indicated a slightly different view. These women reported having experienced the most difficulty in these top five areas when starting their own businesses:

1. lack of capital
2. hiring personnel
3. lack of experience in field,
4. negative attitude of husband and friends and,
5. personal problems.

Current owners report slightly different ordering of difficulties experienced in starting businesses. Personal problems and negative attitudes of husband or friends rank lower among the difficulties cited by these women than among those indicated by previous owners. Current owners rank these difficulties the highest:

1. lack of capital,
2. hiring personnel,
3. lack of experience in field,
4. choosing locations and,
5. choosing accountants and lawyers.

Previous owners reported having received moderately helpful assistance in starting their business from other business owners, business courses and business seminars in declining order.

Previous owners reported having had great difficulty obtaining outside funds through government programs. In fact, not

one of the 93 previous owners reported receiving major funding from a government program. These same women reported having had little difficulty obtaining bank loans with or without cosigners when starting their business.

Once having established their business, previous women business owners encountered another set of problems. Those difficulties confronted in business operations which were said to pose the greatest problem were:

1. time consumption,
2. competition,
3. insufficient capital,
4. lack of management experience and,
5. personnel.

It is interesting to note that the reasons most cited by previous owners for termination of their business ownership status differ from the problems they faced at start-up. This indicates that the initial start-up problems were eventually overcome. The most frequently cited reasons for termination were:

1. personal problems,
2. time consumption,
3. declining sales,
4. better job offer and,
5. improper location.

Current business owners reported having received moderately to very helpful assistance in starting their business from business courses, other business owners and business seminars, in declining order.

Current owners reported having had difficulty obtaining outside funds through government programs. Only two percent of current owners report having obtained major funding from government programs. These women reported having had only little to moderate difficulty obtaining bank loans with or without cosigners when starting their businesses.

The top five problems encountered in business operation by current owners are identical to those encountered by previous owners as they are listed above.

All categories of women do agree that lack of capital is a discouraging factor in starting a business. The data indicate that non-owners anticipate greater difficulty in obtaining credit than has actually been experienced by previous and current business owners. Lack of experience in the field is generally agreed to be another barrier.

The apparent discrepancies between the perceived and experienced barriers lead the Team to conclude the following: Given the proper preparation and assistance, more women in the State of New Jersey would actively seek to own and operate their own businesses.

PROGRAMS

In response to the research findings, The Special Group Emphasis Division developed programs which included workshops, conferences and courses. 3,000 women, both current and potential business owners, attended these programs during this 8 month period.

Just two examples of the eagerness with which women participated in these events- August, 1978, Montclair YMCA - Women and Business Ownership program brought 90 women out on an evening in a matching 90 degree heat wave. January, 1979 - Cherry Hill - a similar program - 129 women attended on a bitter evening of ice and sleet.

The major program was the Exposition - Business Ownership for New Jersey Women - held at the Giants' Stadium of the Meadowlands in East Rutherford, New Jersey. The Exposition represented an unprecedented collaborative effort between federal and state agencies, private enterprise, and the University. The Steering Committee was composed of representatives from the following agencies and institutions:

- . Division of Economic Development, New Jersey Department of Labor and Industry;
- . Division on Women, New Jersey Department of Community Affairs;
- . New Jersey Business and Industry Association;
- . Office of Minority Business Enterprise, U.S. Department of Commerce;
- . U. S. Small Business Administration
- . Women's Bureau, U. S. Department of Labor;
- . Women's Division, Rutgers Small Business Development Center.

Governor Brendan Byrne proclaimed the day to be BUSINESS OWNERSHIP FOR WOMEN DAY.. and, indeed it was a heartening and exciting day.

It gives me enormous satisfaction that this Exposition gained recognition commensurate with the extraordinary efforts involved. The Special Group Emphasis Division has been nominated

for an innovative training award by Emanuel Orlick ADD/MA (SBA)
and project manager (RSDBC)

The summary statement reads as follows:

During FY'79 The Special Group Emphasis Division of Rutgers Small Business Development Center co-sponsored a number of outstanding management training programs for women throughout the State of New Jersey. However, one of these stands head-and-heels above anything of its kind which has ever been promoted in the history of our country and is hereby presented for the "Innovative Training Award".

This historical first-ever event was the WOMEN'S EXPO (Business Ownership For New Jersey Women Exposition) which was held on Thursday, October 26, 1978, at the Giant's Stadium in the New Jersey Meadowlands, East Rutherford, New Jersey. Among other things:

- * This was the first statewide business ownership conference for women ever held anywhere.
- * More than 60 individual workshops, covering all aspects of business ownership and management were held during the 12-hour day.
- * Each workshop featured top speakers and was packed to overflowing.
- * There were 118 counseling stations (booths), manned by an average of five persons each, for a total of 590 counselors on duty all day.
- * An average of 450 women visited each of these booths.
- * Approximately 2500 on-going and would-be business women attended this Expo.
- * The Expo gave birth to the N.J. Association of Women Business Owners.
- * The Expo received outstanding media coverage throughout New Jersey as well as coverage from major New York newspapers, radio stations and television stations.
- * The Expo brought all interested New Jersey women's groups together for the first time as well as representatives from New York, Pennsylvania and further afield.
- * As a result of its outstanding success, the Women's Expo has become an annual event, and plans are already well under way for the Second Annual Women's Expo to be held in September of 1979.

Not only will this innovative management training event have a tremendous lasting impact upon the business training and counseling of women in New Jersey for years to come, but it has already influenced the trend of management training for women in other parts of the United States. The Special Group Emphasis Division of Rutgers Small Business Development Center is an excellent candidate for SBA's very important Innovative Training Award.

DISCUSSION

What needs of women as entrepreneurs emerge from the programs and the research? A recurring theme is that women are impeded by internal barriers; barriers which hinder them in private enterprise. By that we mean attitudes, deeply embedded, about themselves personally and in relation to society that stem from childhood conditioning. Girls and women are encouraged to stay at home, to stay safe, to smile to accept the guidance of others and to leave decisions to others. These are unrealistic attributes at a time when 43% of all women in the labor force are supporting themselves and their dependents.

The Special Group Emphasis Division offered programs which confront these barriers and press a consideration of the attributes needed for success in private enterprise. Kay Andres, a counselor in private practice, has worked with us in designing workshops around issues of risk taking; competition, and power. Women do not have a sense that to play to win is good. Indeed, we have had little training in gaming of any kind.

Business enterprise requires that competition be seen as a positive value, as successful men view it. We have to learn that competition and power are not things only to be used against us; that competition can be enjoyed and that is something we need to learn to use; that is not a sinister attribute. Being competent and achieving is perceived by both women and girls as being not nice; as being out of the stereotype; the stereotype that would have power and achievement rest with men, with women allowed to express their affiliation through concern for interpersonal relationships. Women need to shed the stereotype that deems competition and power as

masculine and affiliation through interpersonal relationships as feminine. It is a luxury that women can no longer afford. The responsibility they bear in these interpersonal relationships - whether it be contributing to a family income or supporting a family - demands that they become competent providers. Women have been denied the experience to do this job.

We have designed workshops and courses where experienced women teach other women to change their thinking. It is relevant that women lead these workshops. It is important to see that other women have learned to deal with these issues realistically and have developed skills and confidence.

Beside the development of confidence and a taste for competition and risk taking, women must learn those business skills which they are seldom taught. Women are traditionally discouraged from developing for example, mathematical skills without which a business cannot be run. In fact the common wisdom has suggested that math is not feminine; at worse that women are constitutionally not capable of doing math.

Patricia Lund Casserly, Research Associate, Educational Testing Service, conducted a survey, "An Assessment of Factors Affecting Female Participation in Advance Placement Programs in Mathematics, Chemistry, and Physics," funded by the National Science Foundation. The purpose of the study was to determine what characteristics were shared by schools which consistently turned out equal numbers of boys and girls skilled in math and science. The schools were chosen on the basis of having advanced placement math programs with equal numbers of boys and girls. The characteristics which the

schools had in common were:

1. High expectations that the students will achieve. No one excused a girl from doing math-not even if she cried. There were no outs. Teachers held students to task. Teachers were also able to communicate that they too have had problems with math.. that just because one has difficulty one doesn't stop trying.
2. Strong parental commitment to the schools math and science program.
3. Teaching the specific skills of reasoning math; reading which involves a higher degree of precision and concentration in which every comma counts.
4. Encouraging students to think creatively and to recognize that math can involve educated hunches and intuition and then to apply math skills to test out their hunches.

An interesting insight gained during this study was that very often counselors too easily were ready to empathize with student discomfort with math - particularly with girls - an attitude which was resisted by the math teachers.

The Special Group Emphasis Division together with NAM (Women and Mathematics) and the Division of Women, N.J. Department of Community Affairs presented a conference for guidance counselors entitled "MODE: Math Opens Doors Everywhere." The conference was supported by a grant from the Prudential Foundation. The goals of the conference were to make clear to the counselors how important their role is in encouraging students to stay with math; to discuss the special problems of combating the masculine image of math; to explore ways of overcoming math anxiety and to recognize themselves and to

communicate to their students just how essential math is to choosing a career.

In a study entitled "Mathematics and Sex" which appeared in the American Mathematical Monthly, October 1976. John Ernst talked about the consequences of inadequate mathematical training of women in high school; consequences which effectively close many career options. John Sells quoted the following from a fact sheet developed by the sociologist Lucy Sells which she developed on women in higher education at the Berkeley University of California.

1. In a systematic random sample of freshmen admitted at Berkeley in Fall, 1972, 57% of the boys had taken four full years of mathematics ... compared with 8% of the girls. "The four year mathematics sequence is required for admission to Mathematics 1A, which in turn is required for majoring in every field at the University except the traditionally female, and hence lower paying, fields of humanities, social sciences, librarianship, social welfare and education ..."
- In effect, 92% of women blocked themselves out of 75% of all majors.

PROPOSED PROGRAMS

As part of our 8 month contract the Division developed a series of courses and workshops which, we believe, meet the needs as perceived based both upon analysis of the research and on what women with whom we talked have told us. These programs were developed in consultation with Dr. Vivian Nossiter, a professor at Rutgers Graduate School of Business Administration.

Workshops 1 and 2 are not offered elsewhere in the state. Workshops 3 and 4 or variants thereof are offered at other schools and agencies in the state, however, we think it important to establish the programs

in a sequential fashion.

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The sequence of courses and workshops begins with the most basic inquiry as to whether business ownership is what a particular person is really interested in, to sophisticated course material addressed to ownership by industry affiliation. What this sequence provides is intervention at particular points in the process of decision making and growth.

WORKSHOP/COURSE 1: WOMEN AND BUSINESS

"Women and Business" which has been offered by the Division at YWCA's at various locations in the state, is the basic course.

Week I. External Resources: "Steps to Starting" -- What You Need to Think About "

- a. Whether or not entrepreneurship is for you.
- b. The importance of an understudy or apprenticeship situation.
- c. The realities of hard work.
- d. The issue of risks - assigning risk probability and magnitude to factors beyond one's immediate control.

Week II - Personal Resources " How To Assess Them - How To Harness Them.

- a. Attitudes and needs of family
- b. Assessing personal risk
- c. Challenges involved in planning for business ownership
- d. Developing personal managerial style.

Week III Putting It All Together Women Business Owners Tell Their Stories

- a. Problems of start-ups
- b. Lack of capital and credit

- c. Lack of experience in field
- d. Problems of choosing type of business and location
- e. Choosing accountants, lawyers
- f. Attitude of family and friends

WORKSHOP/COURSE 2: THE QUANTITATIVE WORLD

- Week I. Knowing where you are and taking responsibility for one's own movement. Knowing where you want to go. Map reading as a necessary skill and map reading as a symbol or metaphor.
- Week II. Reading of census data, economic reports, trade journals and general business press
- Week III. Reading of charts, graphics, representation of worlds of numbers
- Week IV. Developing a quantitative sense and easy facility with basic manipulation of numbers.

WORKSHOP/COURSE 3: SMALL BUSINESS FUNDAMENTALS

Each participant in this course will be asked to select a target small business to which the weekly work skill development can be applied. Lectures, case analysis, experimental exercises, and guest speakers will comprise the formal course. Enrollees will be expected to do some outside reading week by week for their small business plans and will have a final individual counseling session at the end of the course for evaluation purposes.

Week I. Basic Considerations

- a. Personal characteristics of successful small firm owners
- b. Preparation for small firm ownership
- c. Choosing an accountant, lawyer and banker
- d. Developing a supportive network

- e. Finding relevant trade groups, resource materials,
- f. Assessing general demand for particular business under consideration, deciding on marketing segment, evaluating competition and choosing locale.

Week II. Financing the New Firm

- a. Sources of financing
- b. Developing an opening day balance sheet

Week III. Formal Structure of the Firm

- a. Location and layout
- b. Choosing a legal form of ownership

Week IV. Merchandising and Sales

- a. Advertising and promotion
- b. Pricing policies
- c. Purchasing and inventory control

Week V. Financial Management and Control

- a. Fixed and variable expense analysis
- b. Selling on credit
- c. Inventory valuation methods and depreciation methods
- d. Essential accounting records
- e. Work sheets, formal statements and cash flow analysis

Week VI. General Management

- a. Personnel and design of organization for the small firm
- b. Time demands for achieving organizational control

Week VII. Evaluation of Individual Plans - The success of the course will be measured by the quality of the individual business plans.

WORKSHOP/COURSE 4: ADVANCED COURSE FOR WOMEN BUSINESS OWNERS

A course will be offered which provides detailed, specific information and assistance for particular groups of business owners. It will offer a concentrated look at problems inherent to all enterprises in the same type of business: e.g., aspects of the service sector, retail enterprises, construction business, etc. Thus, entrepreneurs in the same areas will be brought together.

Week I. Form and Structure of the Business

- a. Reconsidering legal form of ownership
- b. review of professional relationships, lawyers, accountants, bankers.

Week II. Merchandising and Sales

- a. Advertising and promotion
- b. pricing policies
- c. purchasing and inventory control

Week III. Financial Management and Control

- a. Fixed and variable expense analysis
- b. selling on credit
- c. inventory valuation methods and depreciation methods
- d. essential accounting records.

Week IV. General Management

- a. Personnel and design of organization
- b. time demands for achieving organizational control
- c. use of consulting services.

In addition to the course and workshops, there is great need for individual counseling and for access to centralized information. The Special Group Emphasis Division proposes that a Business Resource Center be established which will collect and disseminate information

and literature. It will provide clients with a single point contact for learning about available resources.

RECOMMENDATIONS

Our research and program experience leads us to concur with the recommendations of the President's Interagency Task Force on Women Business Owners, The Bottom Line: Unequal Enterprise in America. General recommendations included:

1. The President instruct "... all departments and agencies to institute affirmative action programs for women business owners, recognizing the double discrimination faced by minority women business owners."
2. The President "... issue an executive order to create a National Womens Business Enterprise Policy to:"
 - A. Implement federal policy in support of women's business enterprise.
 - B. Coordinate the participation of all federal agencies and departments in a women's business enterprise effort.
 - C. Develop comprehensive plans and specific program goals for women's business enterprise programs.
 - D. Establish regular performance monitoring and reporting systems to assure that goals are being achieved.
 - E. Provide necessary funding and resources to implement this policy.
3. The President "... direct, under the leadership of the Small Business Administration (SBA), that there be an interagency agreement to provide, foster and monitor the commitment of resources, information, training and technical assistance to women business owners.

Specific recommendations included the following:

1. Development of a vastly improved data collection and assessment system relative to women owned businesses, loans to women, information on participation of women owned businesses in government procurement and a directory of women owned businesses.
2. Establishment of a clearing house for information and resources in training, credit and capital formation, marketing and procurement.
3. Policy of vigorous enforcement of Title IX and encouragement of grant and contract applications by women.
4. Research efforts to be expanded in areas of "... vicarious achievement, women's motivation and the problems of sex bias..."; such research to implement educational change with particular emphasis on identifying the unique characteristics of women from racial and ethnic minorities.
5. Cohesive commitment to increase the resources for basic skills and management training and technical assistance.
6. Improvement of loan programs for women business owners.
7. Revision of government procurement policies to incorporate equal opportunity for women business owners.

Further recommendations are an outgrowth of our experience in developing programs for potential and current women business owners over the 8 month period of the SBA contract which established the Special Group Emphasis Division.

It would be very helpful if there were a mechanism in federal policy through which successful pilot projects could be sustained. As I testified, the Women's Division of the Rutgers Small Business Development Center was funded for a period of 8 months. By whatever criteria used,

I believe the project can be considered successful. Thousands of women were served through programs of workshops and conferences. The New Jersey Association of Women Business Owners was launched, research was undertaken, resources were expanded through cooperative state and federal programs, and great numbers of women were individually counseled.

Had our project funding continued, we would have been able to expand our research efforts, our programming and our counseling. In addition, a most needed centralized resource and information center could be established.

A great help to programs such as ours would be assistance in identifying other sources of funding. It is my hope that you will be able to assist us in this way.

It is of primary importance to enact new public law on women's business enterprise. In order to set the stage for the introduction of public law it would be well to hold hearings on women and business ownership.

Public law such as that which is embodied in public law 95-507 of October, 1978: an Act "To amend the Small Business Act and Small Investment Act of 1958". 95-507 responds to the needs of minority business people, giving special assistance to "socially and economically disadvantaged individuals" who are presumed to "... include, but are not limited to, Black Americans, Hispanic Americans, other minorities and other such individuals who have suffered the effects of discriminatory practices or similar invidious circumstances over which they have no control".

I should like to recommend that just as an Associate Administrator for Minority, Small Business and Capital Ownership Development was appointed by Public Law 95-507, an Associate Administrator for Women and Small Business and Capital Ownership Development should be appointed to assure that

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interests of women business owners will be responded to "... by providing the maximum practicable opportunity for the development of small business concerns owned by ..." women.

Women are in the work force in increasing numbers. Women are the sole support of themselves and their families in increasing numbers.

The basic issue was enunciated by Joan Goodin, Executive Director of the National Commission on Working Women in her testimony before this committee on February, 1979. The issue she said is how to bring education, training, and counseling of women and girls into alignment with the realities of their work life.



WOMEN'S DIVISION - RUTGERS SMALL BUSINESS DEVELOPMENT CENTER
53 WASHINGTON STREET - NEWARK, NEW JERSEY 07102

SENATE
HUMAN RESOURCES
1979 APR 26 PM 4:25

April 18, 1979

Senator Harrison A. Williams, Jr.
352 Russell Senate Office Building
Washington, D.C. 20510

Dear Senator Williams,

I would most appreciate this letter being submitted as an addendum to the record of April 9, 1979. I would like to offer a further response to a question you asked me when I testified before you and other members of the U. S. Senate Committee on Human Resources on April 9, 1979 in Trenton. Your question, as I recall was "What can we do to help?"

It would be very helpful if there were a mechanism in federal policy through which successful pilot projects could be sustained. As I testified, the Women's Division of the Rutgers Small Business Development Center was funded for a period of 8 months. By whatever criteria used, I believe the project can be considered successful. Thousands of women were served through programs of workshops and conferences, The New Jersey Association of Women Business Owners was launched, research was undertaken, resources were expanded through cooperative state and federal programs, and great numbers of women were individually counseled.

Had our project funding continued, we would have been able to expand our research efforts, our programming and our counseling. In addition, a most needed centralized resource and information center could be established.

A great help to programs such as ours would be assistance in identifying other sources of funding. It is my hope that you will be able to assist us in this way.

Further, it would be crucially important to enact new public law such as that which is embodied in public law 95-507 of October, 1978: an Act "To amend the Small Business Act and Small Investment Act of 1958". 95-507 responds to the needs of minority business people, giving special assistance to "socially and economically disadvantaged individuals" who are presumed to "... include, but are not limited to, Black Americans, Hispanic Americans, other minorities and other such individuals who have suffered the effects of discriminatory practices or similar invidious circumstances over which they

have no control".

It can easily be argued that women, as a group, have been disadvantaged and have been discriminated against in terms of their ability to compete in the working world; a world in which they increasingly find themselves the sole support of families or contributing essential income to family support; in which 51% of women are working and 43% of these women are the sole supports of themselves and their families.

I should like to recommend that just as an Associate Administrator for Minority Small Business and Capital Ownership Development was appointed by Public Law 95-507, an Associate Administrator for Women and Small Business and Capital Ownership Development should be appointed to assure that interests of women business owners will be responded to "...by providing the maximum practicable opportunity for the development of small business concerns owned by..." women.

It was a great pleasure to have testified before you and your committee. I was most heartened by your responsiveness to the issues and your obvious commitment to bring hard thinking to bear on the concerns of women.

Sincerely,

Adele Kaplan

ADELE KAPLAN
MANAGER - Special Group Emphasis Division

AK:jg

The CHAIRMAN. I wonder if we could next have Golden Johnson, with the next panel of Dr. Devanesan and Ms. Delaney?

We will first have to take a short break.

[A brief recess was taken.]

The CHAIRMAN. We have limited time. There are regrets, but it is better to have you for a short period than not to have heard your comments at all.

Should we proceed?

The microphone is before Geraldine Delaney, director of the Little Hill Alina Lodge.

STATEMENT OF GERALDINE DELANEY, DIRECTOR, LITTLE HILL ALINA LODGE; AND DR. MONA DEVANESAN, NEW JERSEY COLLEGE OF MEDICINE AND DENTISTRY; AND GOLDEN JOHNSON, ATTORNEY, HOFFMAN-LAROCHE, INC.

Ms. DELANEY. I represent the field of rehabilitation. I have been in the field of rehabilitation for alcohol for the last 20 years.

I am talking about the reluctant to recover. The reluctant to recover are frequently women, unfortunately, because the men, whom I love so much, have an attitude of denial that makes it very difficult.

The rehabilitation of women who are addicted to alcohol and the alcohol-like drugs is a very real problem. I have been working on this for 32 years, and in mental health for 52 years, working with children before I came into this field.

For discussion purposes, the alcohol-like drugs are those mood- and mind-changing drugs prescribed or over the counter, illegal or legal, sprayed, snuffed, injected, or swallowed in pill or liquid form.

Women have always gone to physicians sooner than men, and the good doctor is less suspicious than the situation warrants. I think suspicion is a good thing. The attitude of denial brings the treatment of women to a slow halt, and this is due to lack of education in certain areas, in my opinion.

I don't believe that men are—or anyone—trying to deny women rehabilitation. They simply do not know. I find the men less well oriented than they appear to be when you get under the surface.

I was asked to tell you what was needed in the next decade in this area. Having gone through 32 years, and seen growth, I might add—I don't want to tell you that there has not been growth. There wouldn't be this kind of meeting.

Then the women were under the carpet. There is a lot of growth.

But now we have something we didn't have then: Young women who are starting their intake very young, and most of them have a high percentage of unbelieving and uncooperative parents.

So we are going to need more education of the parents. We can educate the children, yes, but we also must educate the parents.

Physical damage is very rapid in the young, and in recovery what we need is taking time away from drugs. That is not easily accomplished, particularly where there are young mothers and children in the home, and they need the income.

The young and trying to recover find it very difficult to socialize. This is one of their problems, and they need training and skills.

The second underprivileged group is the elderly women. I should know, particularly the widowed, and they are lonely and they start to drink, and they are not too steady on their feet, and they are nervous, and the doctor gives them something for their nerves, and they fall, and they are taken to the hospital, and they have an attitude adjustment at 5 o'clock, and then a little sleeping pill, and then you have addiction and more accidents.

The revolving door of accidents in elderly women is horrendous. If you don't believe it, go down to some of the emergency rooms.

This is a family disease, but let me tell you something: The industry is very timid about going into the family with rehabilitation. They may rehabilitate the worker, but there is a family that must be looked into also, and many alcoholic women are thinning the men in industry.

The thing I find most difficult in teaching the group is simplicity of language. They simply do not keep it down to words of two syllables, and people nod, very understandably.

We sent a man into school the other day, and one sixth grader said, "Are you going to talk about fetal alcohol syndrome?"

Fortunately, the counselor from our setup said, "What is fetal alcoholism syndrome?"

He said, "I don't know, but mother said it would be a good question to ask you to throw you off your feet."

When we are talking to youngsters, let's keep it simple. To parents, it is the same way. I think momma wanted to know what the fetal alcohol syndrome was.

Our goal must be total abstinence where there is drug addiction and drug abuse. It is our attitudes on instant cures, and I do believe we need more education. We do not have to have instant cures for everything in this entire world. We must raise the threshold of pain.

I believe passive action—I am tired of hearing, "We don't have it, so let's get on with what we do have and enhance it."

I believe seed money must come from the Government, but I believe we are entirely wrong in expecting the Government to do it all. We do need specialized treatment of women.

This is all in the printed statement. I will not go over it again, except to emphasize it.

We need people doing the speaking and education that are certified alcoholism counselors, and they are needed in shelters for battered women. We do have counselors, but we do not have a woman who knows about alcoholism, whether the alcoholism is in battered women or in herself or in children. It doesn't make any difference. We need to have education.

We have some halfway houses for women over all the United States. They should be segregated. The emotional problems of recovery do not need to be mixed with sexual problems. We need information, education, and prevention started very young, with young women in particular.

They are a very high risk group from all areas, not only employment, but motherhood, and in every area that we know.

Alcoholism is our most common drug addiction. It is a mood changer. Let's not fool ourselves that because it is a different name, it is not a drug.

If you want a mood- or mind-changing drug, you will handle all of them. When you talk to people, you must learn to ask them what they mean by drugs, because everyone has a different meaning.

Our education, I believe, is important. But here again, we pass laws and say education, but who is going to teach it? Let's be sure that your attitude, if it was your family, is not a passive one. It is a disease. It is a primary disease. It is not a secondary disease.

It is progressive, irreversible, and potentially fatal, and one of the biggest killers on the highways that we have. These situations are such that we need terribly the Government pushing.

I do not believe that the Government should pick up the entire tab. I believe the Senate committee should push for teamwork between industry and Government, and between voluntary sources.

Maybe you should understand that I am a voluntary person. My establishment is run strictly by voluntary funds. I take no Government assistance at all. I am a demonstration project of 20 years duration.

It is very successful, I might add. I do believe in many areas we need Government funds along with industry. I think industry has an obligation. I think voluntary funds are still around if we do teamwork.

I believe the hidden problems are causing us the most trouble, and I believe we should be very grateful here in New Jersey that Senator Williams and his wonderful wife, Jeanette, are so interested in the problems of women, and especially in the problem of

addiction, which is the greatest loss of manpower that we have today.

If you don't believe me, I read an article in the Saturday Evening Post in 1962 that said half of our women are alcoholics. I think it is higher than that. They are hidden. They are dying.

Let's work as a team, and don't fight Government. Join them. Don't fight industry. Join them. Don't fight voluntary funds. Let's all hold hands.

We can work a little harder, and be a little like Avis.

[The prepared statement of Ms. Delaney follows:]

WOMEN IN ALCOHOLISM IN THE NEXT DECADE - 1979-1989

What do we need?

1. We need specialized treatment for women in varied age groups geared to their specialized needs - the young, the elderly, the work force. The work force includes the families of active alcoholics still unidentified as well as the unidentified alcoholic female whose disease is a preoccupation of her non-alcoholic husband at his employment.
In New Jersey 2/3 of the callers for Information in Referral are women and less than 1/5 are treated in this State.
2. We need study and more information as well as dissemination of such information on the fetal alcohol syndrome. In New Jersey there is not a single hospital or para-natal clinic capable of diagnosis or treatment. Most people have to go to Roosevelt Hospital in New York City. We need available child care for children of women who need treatment. In New Jersey there is not a single treatment facility with formalized access to Residential or Day Care placement slots. We need certified alcohol counseling personnel in all shelters for battered women since we know that at least 1/2 of domestic disputes have an alcohol connection. This is not available in New Jersey at the present time.
3. We need more Employee Assistance Programs especially geared to industries employing many women. Employee Assistance Programs should assist non-alcoholic males in understanding the problem of alcoholism in their spouses and children and motivate them to seek family programs to bring help to the sick alcoholic and improve their own performance in industry.

WOMEN IN ALCOHOLISM IN THE NEXT DECADE - 1979-1989

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4. We need more Halfway Houses for alcoholic women. In New Jersey we have five good ones and need four times that number. Not one allows women to enter residency with young children, and folks must go to a facility in Pennsylvania which already has a waiting list. Children of alcoholics are people, too!
5. We especially need programs of Information, Education, and Prevention targeted toward younger women, the majority of whom are taking alcohol and the alcohol-like drugs ranging from Pot on through prescription drugs and over-the-counter mood changers. Alcohol must be emphasized as a DRUG, and the true nature of all the similar chemicals and their possible potentiation with resulting physical, mental, and emotional disturbances. These programs should be started and conducted by knowledgeable people who have had true experience. Allowing education to unskilled and unconvinced teaching staff leads to lack of conviction.
6. We need more Family Counseling in all agencies dealing with physical, mental, and emotional health since the crisis of divorce and separation places women at special risk for alcoholism and poly-addiction. Workers need training on their own Attitudes and skills in not just Diagnosis and Referral but in Treatment Modalities needed since the skill at the point of referral makes the difference many times in the result of treatment.
7. Education is drastically needed with the young on a repetitive basis that will alert them to the fact that alcoholism is most certainly a Familial disease and probably inherited. In any

WOMEN IN ALCOHOLISM IN THE NEXT DECADE - 1979-1989

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event, we know that children of alcoholic parents are three to four times as likely to develop alcoholism themselves. Yet in New Jersey they receive no specialized outreach education or preventive services.

8. We need more education in all health areas on the results of prescribing mood and mind changing drugs where alcoholism may be a problem or even where heavy social drinking is present.
9. We need government funds for pilot projects particularly in the young, in the elderly, and to those alcoholics outside the work force. It is my feeling that industry, if only in the name of conserving skills and costs, should provide education to employees and to families and should provide means of rehabilitation for the length of time necessary as they would in any other Primary, Progressive, Irreversible, Potentially Fatal Disease.
10. We need ACTION now - not 10 years from now. Knowledge of any problem never dissipates it - proper treatment does! Let's begin with what we know and add to it.

Presented at the Senate Hearing - April 9, 1979

By: Geraldine O. Delaney
Executive Director
Little Hill Foundation, Inc.
Blairstown, New Jersey 07825

The CHAIRMAN. Thank you.

Next we will have Dr. Devanesan.

Dr. DEVANESAN. Thank you for the privilege and opportunity to present my observation

While my impressions and concerns are many, and based upon my working with and treating women, and being a working woman, wife, and mother, I shall stress only the following, those I consider important, issues, which are of particular concern to me as an educator, health provider and consumer. While the issues might not be of considerable importance at this point, I believe that they are worthy of serious consideration and will become important and far-reaching issues in the 1980's.

The first is the unique problems of women with families who have joined the work force. In the testimony submitted by the National Commission on Working Women it is reported that 50.5 percent or 15.5 million of all mothers with children under 18 were in the labor force as of March 1977. And 5.4 million working mothers have children under the age of 6. They also report that since 1966 women's part-time employment has grown almost twice as fast as full time and this is probably in an effort to balance home and work responsibilities.

My observation is that this working woman has now taken on two jobs: her outside employment and her family responsibilities. I believe the 1980's will demonstrate the degree of stress these women are under. Women with no families will be discouraged from having any, despite the genuine desire for marriage and family life. Or they will choose careers which are necessarily a second choice but are less demanding and more flexible in order to satisfy their personal needs.

We will see more and more marriages in jeopardy. The family structure will take much abuse. While this may be a necessary and painful step in the process of change in the roles of men and women and the traditional family structure, I cannot but help feel—and this is a personal feeling—that this will not lead to a happy, more productive society with an assured future for its young.

I have, with increasing dismay, observed the manner in which many women become successful in previously male-dominated professions. They tend to develop male-type behaviors in order to rise in their careers. I predict this will lead, in the future, to a rise of stress produced diseases which we now see in men. In essence, women will have picked up certain bad habits rather than learned from the experience of men.

There are no incentives at present, neither is it conducive for women, or for men, for that matter, in the work force to consider raising a family at a time most appropriate to do so. While some efforts are made to develop day care centers and employment rules have been changed the attempts are at best, in my opinion, half-hearted. Women are often placed in the double bind of being considered poorly motivated if they do choose to take time off or tailor their careers to meet their personal and family needs and responsibilities, or are stigmatized by society for opting for nontraditional roles. This is where the sexism comes in.

The Federal Government can be most effective in preventing this threat to the family structure, to the children in our society and to women, as a very important human resource by vigorously endorsing and giving incentives to a number of limited experimental programs which if successful can be implemented on a wide scale. For example, agencies and businesses can be encouraged through financial incentives in the form of tax breaks to undertake pilot programs using flexible work schedules and workweeks. Another thought I had was parent-managed day care centers run within the place of business requires to be seriously considered and encouraged on a pilot study basis if the demands of the 1980's are to be met.

It is not impossible for groups of parents to organize a day care center within easy reach of their place of work with these parents taking responsibility for the standards and the type of day care center most suitable for their children. Endorsement of such innovative programs would clearly demonstrate the Government's concern for the family structure and the importance of the children of our country.

The Federal Government could take leadership in encouraging businesses to develop recreational and exercise programs for its employees much as it is done in some other countries.

I read about businesses in Japan that are encouraging employees to develop exercise and recreational programs. Programs such as these would make work less stressful and would most certainly lead to an improvement in the productivity of the individual.

I recently heard of the concern in Russia over their divorce rate of close to 30 percent. We will see similar stresses in the 1980's requiring some sort of preventive services. Incentives for counseling services for both men and women as fringe benefits with employment will make the required service more easily available, and probably more acceptable.

I wish to share with you another area of concern. It is that of health services for women. Women are more and more vocal about their dissatisfaction with the quality of the health care they are receiving. It is my observation that the dissatisfaction does not lie as much in the technical requirements, but rather in such subjective qualities as empathy, concern, and involvement of the woman in the decision for treatment.

Because of this very real concern, I find that women are reaching out not only for empathic professionals, but also for persons and alternative health delivery systems which have empathy but may well have little technical ability, experience, expertise, or are faddish.

The answer does not lie in laws or governmental rules since there is no way of legislating the moral and ethical responsibilities of the medical profession. The Federal Government, I believe, can be significantly instrumental in sensitizing the medical profession more quickly than it is already becoming sensitized by encouraging through research grants the proper recognition of a holistic approach to medicine and moral and ethical issues involved.

I believe that women health professionals such as physicians—and now 25 percent of medical students are women—are in the unique position of being both consumer and provider, and should

be encouraged or sought out to help identify and change practices and systems as necessary. With the number of women enrolled in medical schools going up to 25 percent, future years will have many more women who can be drawn upon to help in this process of change, and indeed, act as role models. Pilot research projects in this country, on alternate health delivery systems, must be undertaken before becoming accepted practice.

The second issue is the importance of preventive medicine. Being in the practice of medicine since 1965 I have always hoped that third-party providers would reward and encourage both physician and consumer to have regular preventive medical checkups by means of proper remuneration. While such agencies will pay a pittance for an annual examination and pap smear, they will gladly pay for expensive curative treatment. This encourages poor medical habits in both consumer and provider.

For example, a patient will miss an annual checkup because she has to pay for it, but will not mind going to the hospital for a D and C because insurance will pay for that. I believe that is a poor practice.

On the other hand, there is a lot of redundant or poor utilization of the health care dollar. At the recent ACOG, American College of Obstetrics and Gynecology, conference last week it was reported that only 25 to 30 percent of all women in this country receive a regular annual checkup. But I find very many of my women patients have seen several physicians during the year who might all do a physical examination when all she needed was one general exam and several specialized examinations.

Or, patients move from physician to physician and are either too embarrassed or afraid to ask for records to be transferred. I try very hard to convince my patients that there is nothing wrong with a second opinion and a transfer of records.

This leads to redundant medical care and duplication. Education of the budding physician in the importance of cost containment in health care and education of the lay public on these issues and their rights will, in time, help remove some of these wrinkles.

While I am convinced there are many other issues of concern to all of us, some more urgent at present, I have taken the liberty to touch on areas I consider important but less frequently stressed publicly or will be of increasing concern and importance in the 1980's.

I thank you.

The CHAIRMAN. Thank you very much. Your testimony probably would be leading us to a discussion that we do not really have time for, but earlier we had mentioned the overprescription of drugs that seems to be accentuated with women.

Have you dealt with this issue?

Dr. DEVANESAN. Not really, but I made a note while it was mentioned. I think there are many factors. I do think women are more likely to seek out care much faster than men will.

I believe women tend to be more passive in their approach to life, so they will be more dependent on going to a doctor and getting help. Many of the problems I see will do well with counseling.

But a doctor who has 20 patients in his room, and a patient comes in and complains of aches and pains, may not have the time to identify causative emotional problems.

Ms. DELANEY. Don't you believe that group therapy is very, very important, and I believe we must make it repetitive. Women are convincing. They go to the doctor for their problem, but they don't tell him what their problem is, and he is either too nice or too easily fooled.

I do believe that we should talk to women about saying what is on their minds.

Dr. DEVANESAN. There is a stigma attached to getting psychiatric help.

Ms. DELANEY. I do know that I am a recovering alcoholic, nearly 33 years, and it has not stopped me from working, nor will it in the future. I am 72 years old, and I might last a year or two yet.

The Chairman. Thank you.

Now we will hear from attorney Golden Johnson, please.

Ms. JOHNSON. Thank you very much for this opportunity to address you today.

I hope my voice holds up. Fortunately, or unfortunately, I will be rather brief, mainly because in my haste to make the 8:15 train, I left all of my written materials, so the statements that I will make are from recollection and from notes.

Also unfortunately, as is true whenever you have to follow others that have already spoken, they have spoken on most of what you would have said.

We had a very able statement from Clara Allen, the director of the women's division, in which she outlined most of the problems that have been outlined, and will be identified in the coming years.

We also had some very able statements from Stanley Van Ness, our public advocate and public defender, and from Ms. Lyons.

So all of us have indicated some of the needs and problems that are facing women.

One of the unique problems that I have is that many times when I am involved in situations, or am a victim of sorts of situations, I am not always sure that that is because of my being a woman, or whether it is because I also happen to be a member of a minority race.

So at times I feel that minority women can sometimes be schizoid as to what their problems are, and how they are supposed to resolve them.

But in the main, the problems concerning and confronting women are even more greatly seen when they are confronted by minority women.

Today I am also speaking with several hats on. I think Adele went into a lot of the statement about women not being encouraged to go into math and science. I happened to be a bacteriologist before I went to law school. So I am doing all sorts of crazy things that women were not encouraged to do.

That had to do not because of society or my counselors but because I happened to have a very strong family life, and I happened to feel that competition was healthy. So for personal reasons, I would say, I happened to overcome some of the problems that other women generally have not been able to overcome.

I was raised, and born, in the city of Newark, which of course is an urban setting. I have been active in the community for quite a few years. I am a member, and I guess you would say, leader, in quite a few civic and professional organizations. Currently I am a member of the State Commission on Civil Rights, president of the Garden State Bar Association, and other kinds of organizations throughout the State.

However, my testimony itself will be geared to certain observations that I have made as a result of my different positions throughout the State.

One, of course, which I feel very proud of, that is, my term as municipal judge in the city of Newark. During my tenure, which was approximately 3 years, I was aware of many of the problems, particularly attitudinal problems, that women face.

Of course, initially, the women have problems, or the men have problems, dealing with a female judge, because they were not used to seeing women judges. There were a lot of comments made when we used to sit on race cases.

I remember one instance particularly, because the probable cause hearing was being held, and the judge, myself, was a woman; the clerk was a woman; the public defender was a woman; the victim, of course, was a woman; and the prosecutor was a woman.

The defendant felt rather threatened because he didn't think he was going to get a fair shake. I wondered how women, when the judge was male, the clerk was male, her lawyer was a male, the prosecutor was a male, and also the defendant was a male, felt.

So when the tables are turned, it is a different story. But what we are trying to emphasize is that it is important for attitudinal reasons that we begin to change and begin and begin to have a better mix and not have the kinds of what I call occupational segregation going on today.

We have all heard previous testimony about the kinds of jobs women hold, jobs women are trapped into regardless of whether they are fit for it or not, whether they want to be there, regardless of whether they like it.

Many times in my professional career, when I have a secretary who comes to me and says, would you encourage me to go to paralegal school, my answer is, no. If you are interested in law, you go to law school. If you are interested in being an executive secretary, that is what you do.

But a paralegal is just another way of getting a secretary to do the things that lawyers have always been capable of doing but were afraid to ask to be done.

So I do not encourage them to do that. We have all these kinds of problems.

You have attitudes not only in big business, but in government, on certain levels, in which the secretary is referred to as "his girl," or will you get that girl to do that.

So not only are they tracking women into those kinds of positions, but they are also identifying the position itself with the female.

I know when I first came back into the private sector, I was looking for a male secretary. They told me they couldn't find one.

So it was difficult for me to find an 18-year-old, tall, dark, and handsome man to take my notes.

A lot of times attitudes are part of the language. We are so used to hearing things. Language tells when changes are being made.

But language has a lot to do with thinking, such as women do this and don't do that, the kinds of attitudes—you don't see female judges. You are recently seeing female lawyers. You don't see female physicists. It doesn't mean they are not capable of handling these jobs, but they are not encouraged.

When I was in grammar school and graduated from the eighth grade, I was encouraged—I am not sure it was my race or my femaleness—but not to go into college prep but to go into beauty school at the local girls trade school.

Again, this has a lot to do with attitudes, and if you don't have some sort of mechanism for changing these attitudes, we are still going to get women in fields and areas in which they are not necessarily interested, but in which they have been forced; and again, the economics of the situation are horrendous.

We are on our way to the eighties, and in many instances, the situations women face are similar to the ones they faced in the seventies. The manner in which they are handled are similar.

Unfortunately, the problems that were, as I put it, band aided during the sixties for minorities and similarly for women are now, because of economic necessity, about to leave us.

Everything we have gained is going to disappear if we don't start having some sort of attitudinal changes among industry, among government.

When I say government, I am not only talking about the legislatures, but the government as a hiring agency, because we don't have that many women in GS-15's, GS-16's, GS-18 grades. One of the problems with women going into the work force is the whole child care problem.

As soon as women start working, they say, what are we going to do with the children? There are several problems with the children. One, should we hire a woman as a secretary who is a mother, or who is of child-bearing age, especially if it is a male executive, because I don't want her to take off every 9 months, and then I have to hire someone else to fill in. I don't know what is going on; she is the only one who knows what is going on.

You have a lot of those attitudes in male executives who discourage their subordinates, their secretaries, from having children; or if they are pregnant, they encourage them to leave early on and not return.

So the whole issue of child care is very crucial.

We are also seeing many more women who are having babies and breast feeding them. What kind of facilities are arranged in the job market for these kinds of arrangements? You see what happened with the woman who was a firefighter out West whose sister would bring her child to her to be breast fed, and the people were very upset, and the boss in fact laid her off.

These are things that people don't think about but are very, very important. We are seeing a trend toward what they call flex time in the private industry. Perhaps we should have more of it in government.

But this also allows for the flexibility of families, of women who are working, to be able to arrange their schedules, to get up with their children at 5:30 and 6 so they can then get to work early and be home in the afternoon by 3:30 or 4 o'clock.

You have also problems of more day care or child care on site, so to speak. With the energy crisis, it is tough enough just to get to work and back.

The CHAIRMAN. Could I interrupt there? The company you are associated with, Hoffman-LaRoche, is very responsible and sensitive to their employees.

How about at Hoffman-LaRoche, is this a problem for the employees there?

Ms. JOHNSON. Hoffman-LaRoche has all of the things I mentioned. They do have a day care center that they started a few years ago. They bought the property. They have hired the teachers. The children are children of working parents. They have also instituted flex time, and the general schedule is from 8:30 to 5 o'clock, but now you can come in anywhere as early as 6:30 and leave as early as 3.

I think the core hours are 9 to 3, but you can flex any other time between that. So they are very, very responsive to those needs.

The CHAIRMAN. Where is the day-care facility?

Ms. JOHNSON. It is near the plant. I am not exactly sure where it is. But it is not too far from the plant.

They also have more energy arrangements, where they can give an employee a van to keep for 24 hours a day under his or her care. I believe they pay 15 cents a mile, but they pick up on a certain route up to nine other passengers who pay as little as \$1.50.

The CHAIRMAN. This is car-pooling for energy?

Ms. JOHNSON. Yes.

The CHAIRMAN. How long have you had day care?

Ms. JOHNSON. Since 1977. We also have a group called Concerned Women of LaRoche, which is part of Hoffman-LaRoche. They identify needs that women have. They hold workshops for women right on the premises.

Generally, Hoffman-LaRoche is responsive to the problems they identify.

The CHAIRMAN. Do you know whether this child care idea is developing in other companies, or is Hoffman-LaRoche still unique?

Ms. JOHNSON. I am not sure, but Hoffman-LaRoche has a reputation for being family oriented. I do not know if that is because it has European origins, which I understand are family oriented.

We now have a week off for Christmas. The plant closes down on the 24th of December, and reopens on the second day of January. You have to give up a few personal days, and a couple of other holidays, but that is so people can spend more time with their families during the holiday season.

So they have generally been in tune with problems of families and women.

The CHAIRMAN. What is that committee called within the company?

Ms. JOHNSON. Concerned Women of LaRoche. I think, as I said earlier, most of what I wanted to talk about has already been discussed, and in the interests of time, because I know the Senator

has to leave, and I have to get back, I will conclude my remarks at this point.

The CHAIRMAN. Dr. Zweig tells me that that is a profitmaking day care center. Is that the mechanism?

Ms. JOHNSON. I wasn't the attorney to work on drawing it up. Since I am single, and have no children, I have not gotten into the actual mechanism of how that works, or the mechanism. I do know they pay a certain fee. It is not free for those who attend, and I suspect, as opposed to profitmaking, it is probably set up to make sure it takes care of its own expenses.

But I am not sure of the actual mechanism.

The CHAIRMAN. This has been the most difficult area to break through in terms of Government support for day care—not within our committee, but on the Senate floor, whenever there is anything that in any way involves the Government in the interstices of family living responsibilities, we are the leftwing revolutionary devils, and we have the worst time with this sort of public policy.

Ms. JOHNSON. I understand the problems you would have. I guess just by looking at the composition of the Congress we understand the problem you have getting over that hurdle.

It is just a very difficult thing. I know that as soon as you mention day care, they assume you are going to spend money.

The CHAIRMAN. The critics allege Government will take over the family responsibility. Day care is for families, not for the Federal Government. There is a misunderstanding.

Ms. JOHNSON. I would not term it as a takeover.

The CHAIRMAN. But you see what we face. What we have to determine is some financial support that will make it possible for families to organize whatever mechanism they choose to take care of the youngsters during the working period.

There is nothing worse in this world than to have a mother in an office or in the plant, school is out, and they have a youngster coming back from the first grade. It destroys them to not know what is going on back home.

I was walking one day on a little field trip around the District of Columbia, and I saw a youngster with a toddler. I said, "Is school out?" She said, "No, school is not out." This one was maybe 8 years old, and she had to take care of the younger one, maybe 3 years old, because the mother had to work.

Ms. JOHNSON. And inflation and the economic situation is not going to help in terms of the need for women to work. It will just make it worse. Women are going to have to go back out there. It is not just for career purposes, but economic necessity.

The CHAIRMAN. Exactly.

Did you hear the statistic of 43 percent—

Ms. JOHNSON. Supporting their o.v.n. That has a lot to do with the divorce rate. There are so many factors that interrelate in this whole situation that there are a lot of things that have to be done.

I am very pleased to see that we are holding in New Jersey hearings, and also on a national level.

The CHAIRMAN. Nobody, however, has given us yet a way to describe the homemaker who now, due to a change in life situation is going on to employment after being a homemaker.

Ms. JOHNSON. That is also a—I was a bacteriologist, but I could not go directly into the laboratory at this point. I would have to have some sort of retraining, not so much because I stayed out to be a homemaker, but because I was in a particular occupation which requires certain skills that you have to utilize on a daily basis, or at least on a consistent basis, otherwise you would lose a lot of it.

I suspect that is what is happening to a lot of working careers that are interrupted because of illness, marriage, children. I guess it is just an interruption in your career pattern, and this is just a return or continuation of those.

The CHAIRMAN. We are talking about those women whose careers have been within the home and now are going to a career outside the home. The term "displaced homemaker" is very distressing to me.

Ms. JOHNSON. The term is extremely distressing. The results are even more so. I have seen many women who are in the middle of a divorce, who after the divorce have never worked, because their husbands refused to allow them to work; so now they have no marketable skills.

Some of the male judges even say, we are not going to give you alimony. You go find a job. You are only 36 years old. Go find a job somewhere.

The CHAIRMAN. Have you heard any judges say that?

Ms. JOHNSON. If you talk to Sylvia Pressman and some other women, you will find what a lot of male judges have said in terms of alimony and matrimony particularly. It is hysterical. Sylvia will have all kinds of interesting tales, because they have a program in which they sit in and sometimes monitor divorce proceedings in court throughout the State.

The other interesting part about that, and I guess it would tie in with the displaced homemaker, is, there was an article in the newspapers recently that talked about a concept of alimony, and instead of paying a certain amount of money a week for child support and alimony to support your former wife, you could pay either a lump sum or you could contribute to her continuing education, say it takes her 2 years to get skills to a marketable level. Then you pay to have those skills marketable, and after you get that together you don't have to pay anymore.

I thought it was a very interesting concept. This was in yesterday's Star-Ledger. There was an article on a new concept for alimony which I thought was very interesting and would help solve some problems, because I am sure women themselves don't want to necessarily be totally dependent on their former husbands for everything. They would want to be self-sustaining in those areas of work. I thought it was an interesting concept.

The CHAIRMAN. Thank you all.

Let me say that with all of the thoughts you have generated, we will see if, in our limited and circumscribed way, some approaches can be developed to help those women faced with some of these problems.

Now we will have the next panel. I wonder if everyone else could come up?

I have three different travel plans to get me back to my place of principal activity, the U.S. Senate. I was to have been on a plane. I have been on another plane. I just lost the train. Now I am in a car that will be going back.

STATEMENT OF MARY JOHNSON, EXECUTIVE DIRECTOR, MEALS ON WHEELS OF JERSEY CITY; YOLANDA AGUILAR DE NEELY, DIRECTOR, CAMDEN COUNTY OFFICE FOR CHILDREN; DR. L. ALICE PETERS, ASSOCIATE PROFESSOR, BERGEN COMMUNITY COLLEGE; AND JOAN SAPIENZA, EXECUTIVE DIRECTOR, RETARDED CITIZENS OF SOMERSET COUNTY, A PANEL

Ms. SAPIENZA. I didn't come this morning with a lot of statistics and that kind of thing, but mainly to share some of my own experiences and observations as a working woman and wife I think that is very important.

I have been married for 23 years and have raised four sons. I have been working since I have been 12 years old out of economic necessity.

There is a great difference in my working now than when I was working when my children were little. But I also think that we need to have, as women, the freedom of choice.

I believe so many of these things have been said over and over this morning.

I have also felt the pressure of not being a traditional kind of woman many, many times, by both men and women. I am still seeing that.

I have gone from working at 35¢ an hour to now being the head of a rather large agency in Somerset County. I am still seeing very much a lack of women in industry, in top jobs. I think we in social services, in education, because it has been a traditionally and culturally acceptable job, to have that kind of thing, that kind of person is very much accepted—men are now beginning to move into social services because it is a raise in salary.

In my own agency we employ about 46 employees. We are serving 400 mentally retarded. Out of the 46 people, 28 people are women. They range in jobs from top administrative jobs to aides.

Many of these women—and there are three with me today—have the problems that were discussed this morning. One young woman who is with me is a mother of a retarded daughter. She was working out in industry, was paying half of her salary for daycare for her retarded daughter. She came to me because she was going to have to institutionalize her daughter.

She came to work for our agency, and we were able to bend a little bit. We were able to bend as far as things like hours, pressures, that kind of thing; and we saved her daughter and her family.

Another young woman who has been deserted by her husband—and I think this is part of the 43 percent—they are real people that are with me—he deserted her, and she is the sole support of a 5- or 6-year-old daughter. This young woman has really struggled to keep herself and her daughter together.

My secretary is visually handicapped. I have had to make some adjustments to her problems, because she was very, very discriminated against because of her handicap when she was in New York.

I think the answer to some of these problems—one of my greatest concerns is the structure of the family, and being able to keep the family together. I think it was said very well a few minutes ago, yes, I am a career woman now. I can probably afford to stay home, but with economics the way they are, many, many women have to take that second job or be the sole support of the family.

We have to have appropriate daycare. I think daycare, when it comes to retarded people, is very, very special. If the family chooses to keep the family together, they choose not to institutionalize a retarded person, we need to begin to think about that a little bit. That has not been addressed.

We ran into an interesting experience earlier. Our center is funded by title XX funds. Daycare is only supposed to extend to 13- or 14-year-olds. After that my older retarded people were not supposed to be eligible. We were finally able to get that through.

People are not even thinking about that as one of our problems. I was very interested before when someone talked about alcoholism and women and the fetal alcohol syndrome, which is one of the latest recognizable syndromes.

I have had babies in my program with fetal alcohol syndrome. It is real.

I think another area that you mentioned before, that you cannot get into, is curriculum development. I think to throw some of these things out quickly, I don't think we are properly preparing high school students for being adults. I think a lot of this should be in the family.

Particularly here in New Jersey, instead of giving them 4 years of phys ed, give them their senior year in learning how to deal with the responsibilities of parents and adulthood. We are not doing it. They are coming out of school like babes in the woods.

That is about all I have to say. I know that time is very, very short.

The CHAIRMAN. That is very useful to us. Thank you.

Now we have Ms. Johnson. The last great day we had together was 2 days before Christmas.

Ms. JOHNSON. I think it was the day before Christmas.

The CHAIRMAN. The mayor of Jersey City and I did a lot of cooking.

Ms. JOHNSON. And then you went and delivered it.

The CHAIRMAN. No one was ill?

Ms. JOHNSON. No.

Thank you for the opportunity to express some of my thoughts and feelings, on older women and some of their problems.

My name is Mary Johnson, and I am director of the Meals on Wheels of Jersey City, and president of the New Jersey Council on Senior Citizens.

I have had the pleasure of working with and for elderly persons for the past 25 years. I find the older women, growing in numbers, some with spouses, most without. The new widow, who has always had every thing done for her by her husband, is at a total loss. She needs help in putting her personal business in order. Most likely

she will find that added income is needed besides her social security.

Finding a position, after years as a homemaker, will not be easy for her without skills. Department of education has not developed adequate educational programs to enhance lifelong learning, which is needed to help women return to the work world.

Also, to focus on career changes, older women are being pushed out of positions for younger workers, and have only done one type of work all their lives. They need to be reeducated in other fields of work.

Health education: Helping a woman to understand her mental and physical limitations and to function within them.

Job market: Pays older person less per hour, because of age, which is wrong. It has been proved in many places of work that the elderly are more reliable. They show up for work, rain or shine, and put in more time than is asked of them. They should be able to use their half fare full time, when traveling to and from work. No limit on time a person can travel on half fare.

When an aged woman needs to have her car overhauled, they are taken advantage of. Cost of repairs are more. Same for house repairs.

When an aged woman tries to obtain a credit card, unless she has a substantial bank account, she is refused. Same in opening a charge account.

Looking for a change of housing: Most private housing turns single elderly women down because they consider them a risk. Yet many single elderly women refuse to live in senior housing. They would prefer to live with other families around them.

For recreation, they join senior citizens' clubs; there they can meet friends of their own age. They know and understand each others problem since these groups are run by the membership they are very happy, self-supporting.

Vocal voices for improving the needs of better legislation, a big difference from senior citizens centers run by the city or towns.

Senior centers are paid personnel, usually much younger. Not that the elderly resent the younger person, but resent being told what to do, or how to do it by a younger person. They go for their hot lunch, help in applying for half fare bus coupons, and help in solving some of their problems.

Centers lack peer group planning, and peer group management. Older women know best how they feel or where they feel comfortable, what kind of programs they want in education and entertainment.

Many children move away from parents for many reasons, better living conditions, job opportunities, et cetera. Elderly women become very independent. They prefer to live alone. To prevent them from becoming isolated and confined to their homes they need the company of persons their own age. That is why senior citizens clubs are so popular.

Older American Act programs should be increased in all areas, increased to serve more people. Elderly work programs to be able to hire more. All programs for the elderly should have middle-age persons—40 to 50—running them, not the younger person who does not understand the ways of the elderly.

I can see younger persons working on the staff of programs, but not as coordinators or supervisory positions.

Older women sometimes are mislabeled and misdiagnosed as senile because of other conditions that could be treated, for example, malnutrition, fatigue, physical illness, dehydration, depression. Compared to the general population bereaved people suffer more sickness, serious illness, emotional distress, and loneliness.

Senator Williams, I feel adequate training and counseling programs should be set up for the older nonskilled worker, even for the person who is forced into retirement but still needs added income. These programs are needed to help them get back into the work field. Most of the elderly programs have some kind of training for that particular program, but not enough slots to hire all that requires a position.

Senator Williams, thank you again for giving me this opportunity.

The CHAIRMAN. Thank you very much.

Now we will have Yolanda Aguilar de Neely.

Ms. DE NEELY. Senator Harrison Williams, and other distinguished committee members, thank you for this opportunity to speak to you about specific needs of women in the work force, needs that come to my attention ever so often in my field of experience.

My name is Yolanda Aguilar de Neely, and I am director of the Camden County Office for Children. This office, funded by title XX, and under the auspices of the Camden County Board of Chosen Freeholders, is a central coordinating and planning agency for child care services in Camden County. My testimony will deal with that specific need of women in the work force—child care services.

In Camden the community long ago recognized the need to establish child care centers to provide support services to women who found it necessary to work, desired to enter training or return to school to complete their education. In Camden with the contribution annually of local matching funds from the Camden County Freeholders, city of Camden, and the United Way added to State and Federal funds, the community was able to establish 25 publicly funded day care centers that provide services to approximately 900 children and their families. These programs range from day care services for infants—6 months to 2 years of age—preschool to after school services for school age children. There are also two preschool programs for children with learning disabilities.

After approximately 6 or 7 years of operating these programs, the community has seen the benefits that they provide to families and especially to women. Besides those I have mentioned previously regarding employment opportunities, women are also gratified to know their children were in a safe, carefully supervised environment where a carefully planned developmental program was offered to enhance a child's growth.

The value of these programs to parents is such that when it became necessary, parents began each year to raise approximately \$44,000 of local matching funds through fundraisers and voluntary contributions. They have done this for the last 4 years.

My point in mentioning all of this is because the value and success of these programs has increased the demand for more

services. The waiting list for each of these 25 programs averages about 65 requests from parents needing child care per program. Our own office receives 5 to 10 calls per day from women in need of child care services. They are women who must work in order to help pay basic expenses at home—women who are suddenly the wage earner in the family—women who want to get themselves out of the vicious cycle of poverty they find themselves in.

They are women who need child care not as a luxury but as a necessity.

In New Jersey all of the child care that is provided through Federal, State, and local funds only fulfills about a 10 to 12 percent need that exists in New Jersey. While there are many privately funded programs, women who are low wage earners cannot afford to pay the average \$35 to \$50 a week cost.

I refer you to a recent survey, the results of which appeared in Family Circle magazine last month, that shows what women are experiencing and need in terms of child care. There is not enough public and private child care available. We must think of more ways to provide services at a cost women can afford, and also assuring that children are cared for adequately. We do not need dumping grounds for children.

If you are to really address the needs of women in the work force, then I cannot see any action that would not address a method and allow funds for providing more child care services for women.

Most women who work today do so for economic reasons. They usually do not have a choice as to whether they would rather work or stay home and rear their own children. And yet their chief worry is who will care for their and children and how well? They need to know their children are in a safe place under the guidance of trained and caring adults.

It is my hope that this specific need of women will not go unheeded by your committee in its future actions.

Thank you.

The CHAIRMAN. We are bogged by that \$35 to \$50 figure. Dr. Zweig tells me that this is a lot of insurance premiums.

Ms. DE NEELY. I don't understand that.

The CHAIRMAN. Why does it cost \$35 to \$50 a week? You did say that I believe?

Ms. DE NEELY. Yes.

The CHAIRMAN. Why is day care that expensive?

Ms. DE NEELY. Probably have to meet licensing requirements that require so many adults per children. These are children that are 2 years old to 5 years old. You need more adults to supervise them, feed them. We are talking about all-day services. It cannot be provided for any less.

The CHAIRMAN. I can't believe it. Dr. Zweig here says that it is to provide adequate insurance for the day care facility?

Ms. DE NEELY. What insurance premium are you talking about?

The CHAIRMAN. Whether the child gets hurt and the day care center gets a lawsuit.

Ms. DE NEELY. You are saying that because of insurance it costs that much?

The CHAIRMAN. You would know this. You are working in this area. What is the answer?

Ms. SAPIENZA. I don't know what the answer is. Coming down to the hearing, Caroline and I were talking. She has an 18-month-old child. She has a babysitter for her after school, before she comes home from work, and she is paying \$15. That is 1 hour a day.

Ms. KAPLAN. Does title XX provide for that?

Ms. DE NEELY. Title XX is running an average of \$45 to \$50 a week. These are private programs that don't even have to meet the rigid requirements of title XX or Federal funds. But they are finding it difficult.

I will give you an example of why I call them dumping grounds. A few parents called me to attend a meeting of a private program in our area that they are not satisfied with. They are paying \$37 a week.

They were very upset about the services and were going to speak to a local administrator, because this whole day care is part of a big national program.

There were 60 parents there. They one by one spoke about the number of times they had entered that program, taken their child without ever seeing an adult.

In other words, they went into that program, took their child and left. An adult never saw them do that. So that any person could have walked into that center and taken a child.

They talked about medicine being left open on a desk and unguarded so that any child could have reached for it. They talked about food that children called dog food. This was a service being provided at \$37.

When the administrator came up, she said it was impossible, and she shared with them the budgeting, of trying to keep a certain amount of adults in that program from 7 in the morning to 8 at night. It was really difficult.

She had an adult but not maybe at the same place that the parents were walking in to see it. Because of State intervention, that State administrator has been called to set up her program better.

But I somehow can sympathize with her, that the salaries have to be paid, which are not high, that it is an expensive proposition, but a service that has to be provided.

The CHAIRMAN. I am glad you mentioned this, because we have something to study. I would say investigate, it lends itself to that type of activity.

Thank you.

Now we will have Dr. Peters

Dr. PETERS. My name is Laura Alice Peters. I am an associate professor of English at Bergen Community College in Paramus, N.J. I am speaking here on behalf of the higher education community of the New Jersey Education Association, which represents over 110,000 members from grades kindergarten to 12th grade, higher education, other school employees, and retired members.

Earlier, Ms. Sandra Jackson was here from the Women in Education Committee of NJEA. I would like to, at the end of my presentation, give some of her suggestions. She left them with me. We do have copies for the committee.

I would like to thank you, Senator Williams, and your committee, for the opportunity to share some of my concerns as they relate to women in the next ten years.

What are the problems I see facing women in New Jersey in the next 10 years, and what role can higher education play in helping women overcome these problems? I see higher education playing a very vital role in eliminating the problems women will face by providing the kinds of programs and support services that will provide the skilled and trained workers that will be needed in the next decade.

According to Public Law 94-482 unemployment is "structural—characterized by a large group of workers or potential workers who lack the skills or training needed to fill the jobs that are available" or by a lack of "sufficient trained workers to attract new industrial development."

The Community College in Bergen in particular has been successful in attracting those students upon whom the structural nature of our unemployment falls most heavily. Women enter the labor market in increasing number and upon young adults especially those who are economically or educationally disadvantaged.

In fact, the major source of enrollment growth in post-secondary education during the 1977 fall semester was from the older women in our society.

While the major source of enrollment growth has been the older women in our society, there have been many problems. Many of these women have what I call reentry trauma. When they return to college or enter for the first time, they are competing with students who have had no interruption in their education, and these women are frightened. While the older women's motivation is high, her perception of her ability is low, and this results in what I call reentry trauma.

The reentry trauma is probably a result of the image the media portrays of women. According to a study done by the U.S. Commission on Civil Rights, "the jobs men and women do on TV are like the jobs they do in real life." Those jobs for women are secretaries, homemakers, household workers, social workers, teachers, and nurses. The media must be forced to stop stereotyping women.

Another example that will support the need to change the image and perception of the jobs women may hold would be the results of a survey conducted by Dr. I. Hochmen of occupational interests of Bergen County students and their parents, and perceptions of school superintendents regarding their career development and vocational programs and services, which found that there was no change in the perception of students—in grades 5, 7, 9, and 11—parents, principals, or superintendents.

Inadequate funding is another problem women face. If a woman is on welfare and she tries to obtain a skill by attending college—to change her welfare status, she can receive very little financial aid because the welfare laws dictate that if you receive other aid your welfare allotment may be reduced. This forces women on welfare to either drop out of school or lie about their financial status.

The welfare mother faces another problem. What does she do with her preschool children while she attends college? Presently,

the day care centers are inadequately funded. This creates problems for those women who really want to change their status.

Money must also be provided for the various kinds of counseling services these women need. The homemaker has a problem—how does she strive to be independent when she has been dependent so long? How does she cope with her children, her husband, and other members of her family?

I have mentioned some problems facing the women in the next decade. I would like now to offer a suggestion. The community college can play a vital role in the preparation of women for the jobs and skills they will need. The reason I selected the community college is because the county college is usually located within the community. This makes it more accessible for women.

At Bergen Community College under the umbrella called PROCEED—programs for rediscovering opportunities for continued education enrichment and development—we have developed a number of programs and support services for women. This concept was designed for today's women. It provides degree programs—non-credit courses—through the women's institute. A women's center, convenient scheduling, counseling, and support groups.

A student club organized with the returning student in mind is OASIS—once again students in school. This club provides support to the returning women and although open to all students only one man has attended the meetings. This club meets twice monthly to discuss topics of mutual interest to aid in the transition of new students to the college.

I have used the community college as an example, but this can be applied to all aspects of higher education.

If the Federal Government is really concerned, then laws will be enacted to change the present images and perceptions of women, and the Government will properly fund programs so designed.

Thank you again for this opportunity.

I will send you copies of PROCEED if you are interested. I only brought one.

I would like to give you suggestions from Ms. Jackson, who, as I said, is an instructor at Morris County College, and is also representing the women in education committee of NJEA. She has a list of suggestions.

The CHAIRMAN. Thank you.

Ms. PETERS. The suggestions are—

The CHAIRMAN. You do not have to read the suggestions. We can have them for the record.

Ms. PETERS. I have given all copies in.

The CHAIRMAN. I am just looking over this list. I am sure you have an association of community colleges. Is this the sort of thing being done in our colleges? I guess we have 17 now.

Ms. PETERS. We have 17.

To my knowledge, it is not the same thing. Many have women centers. They are beginning to move in that direction. They don't have all the components we have listed there.

The CHAIRMAN. It is very refreshing to go to a commencement when a mother receives a diploma and the children are in the audience.

I wish we could continue further discussions, but now I must head south.

At this point I order printed all statements of those who could not attend and other pertinent material submitted, for the record.
[The material referred to follows:]

YWCA of Elizabeth

1131 East Jersey Street Elizabeth, New Jersey 07201 (201) 365-1800

April 9, 1979

Senator Harrison Williams
 Chairman, Senate Labor and Human Resources Committee
 United States Senate
 352 Russell Senate Office Building
 Washington, D. C. 20510

Dear Senator Williams:

Attached are recommendations for use of federal funds for programs dealing with domestic violence. The New Jersey Coalition for Battered Women is aware of your interest and concern in this area and hopes that our suggestions can be utilized in the formation of public policy.

Please feel free to contact me if you have any questions about these recommendations.

Sincerely,

Linda Ershaw

Linda Ershaw
 New Jersey Coalition for Battered Women

Member of the Young Women's Christian Association of the United States of America
 Member of the United Community Services of Eastern Union County

Recommendations for Federal Legislation
Funding Programs on Domestic Violence

Linda Ershaw, for the
New Jersey Coalition for Battered Women
April 9, 1979

Legal Liaison/Advocate
Battered Women Project of the
Elizabeth YWCA
1131 East Jersey Street
Elizabeth, N. J. 07202

The New Jersey Coalition for Battered Women is composed of thirty shelters and auxiliary services for abused spouses, as well as 450 concerned individuals, and represents the estimated 150,000 abused spouses in New Jersey. We strongly believe that Federal Legislation can go far in addressing the issue of domestic violence.

It has become evident that violence in the home is not the rare phenomenon the public formerly believed it to be. Such violence can occur in any segment of our society, and has complex causes and effects which are just beginning to be understood.

Problems stemming from domestic violence show up in the criminal justice, juvenile justice, mental health, welfare, educational and health care systems. Clearly, an interdisciplinary, multi-faceted approach is necessary in the prevention and treatment of domestic abuse.

Congressman George Miller, with the support of Representatives Boggs, Mikulski and Steers, introduced HR 12299 in April 1978. The intent of the bill, according to Miller (Congressional Record, March 20, 1978), was to "channel to community - based organizations, funds to assist in the maintenance and creation of shelters." Such funds would supplement local efforts to provide services to abused and abusive spouses.

The New Jersey Coalition for Battered Women is strongly in favor of the approach taken in that bill, and would like to see new legislation introduced in the present session of Congress. Shelters and auxiliary services are greatly needed. The following data indicate the extent of shelter services provided thus far in New Jersey by six of the existing programs.

Marcer County	2/1/78-2/1/79	190 women	291 children
Union County	3/1/78-3/1/79	226 women	228 children
Hudson County	6/78 -3/79	110 women	120 children
Monmouth County	12/1/78-3/31/79	49 women	95 children
Essex County	1/26/79-4/1/79	30 women	64 children
Middlesex County	2/5/79-3/31/79	23 women	33 children

I must emphasize at this point that primary consideration for funding should go to those grass roots organizations which have been actively involved in working on domestic violence. These groups have acquired a body of knowledge and expertise which is often sought out by professionals and agency personnel who are interested in helping abused or abusive spouses, but lack practical knowledge. These groups have been providing direct services such as counseling, shelter, advocacy, and crisis intervention for victims. In addition, they are

making significant inroads in the area of criminal justice proceedings, agency procedures, and general community understanding of the nature of the problem. Such groups could provide guidance in the setting up of new programs, research and data collection, and staff training.

The following are suggestions for the use of Federal Funds. Details can be provided upon request.

Service Delivery: Retention of staff whose CETA grants have run out; transportation of clients; training for staff and volunteers; telephone expenses; furniture, consumable supplies for office and residence; publicity of services.

Physical Facility: Renovation, rental, maintenance and/or purchase of space to house the shelter and offices; technical assistance in areas of zoning, renovation, licensing and incorporating.

Community Education: Conferences, workshops, speaking engagements, open forums and in-service training including police training; production of pamphlets, audio and video materials, and training packets.

Research and Analysis: Establishment of a national clearinghouse for collection and dissemination of data on domestic violence. Grants for specific areas of research. Service providers should be given primary consideration for such grants, as they are involved in direct work with the subjects of such research. This must, however, be a secondary priority to provision of services.

Auxiliary Services: Educational, recreational and counselling services for children; supportive rap groups for victims; counselling and referrals for abusive spouses; specialized marital counselling where appropriate; speakers bureaus; legal and financial counselling; advocacy. Some of these services could be established in agencies other than, or in rather additional to, the shelter. Suggested locations would be YMCA's, YWCA's, community mental health centers, legal services corps., and others.

Maintaining the confidentiality of the client is of paramount importance. If an abused spouse knows that her or his identity will be revealed to authorities, it is highly doubtful that she will come to the program for help.

Federal legislation is sorely needed to establish that it is national policy to deal with domestic violence, its causes, prevention and treatment. The New Jersey Coalition for Battered Women urges Senator Williams to consider introducing a bill to the Senate. Finally, we would gladly serve as consultants to the development and implementation of such legislation and its proposals.

STATISTICS FROM STUDIES OF WIFE BEATING

From SANBnews, Vol. 1 No. 4, August 1978:

1. Statistics from NYC hospitals for six months of 1977 showed 490 cases of battered wives and 2 cases of battered husbands.
2. Victims Information Bureau of Suffolk, Inc. found that there are a projected 25,000 battered spouses in Suffolk County, of which 96% are abused women.
3. 95% of the domestic assault calls received by the police in Lafayette, La. were from female victims.
4. From Brooklyn Legal Services Corp: between May 1976 and May 1977, 60% of their 600 women divorce clients were beaten at least twice by their husbands; 30% of those 360 had been beaten while pregnant. Of 100 men divorce clients, one complained of having been assaulted by his wife.
5. Marjory Fields, attorney for B'klyn Legal Services Corp: "From the data collected by the New York City Crisis Centers and Brooklyn Legal Services, it is clear that women seek medical and legal help against serious violence by their husbands about 225 times more frequently than men."

A study by Abused Women's Aid in Crisis (AWAIC) in NYC, of 150 cases pulled from 1000 they had dealt with:

1. 81% of the batterers experienced or witnessed violence at home as a child.
2. 37.3% of the battered wives experienced or witnessed violence at home as a child.
3. 90% of the battered women thought of leaving and would have if there had been resources available.
4. 45% of the batterers assaulted the children, but in only 5% of these cases did the wife report him for child abuse.
5. 85% of the batterers had an alcohol or drug problem. They beat their wives whether drunk or sober, but injuries were usually more serious if the man was drinking.
6. Of the occasional drinkers, more than 80% beat their wives ONLY when under the influence.

A study by Richard Gelles, The Violent Home, 1974:

1. 70% of the violence happened on the weekend.
2. 78% of the violence occurred between 5 PM - 7 AM, mostly 8 - 11:30 PM.
3. There is a higher incidence at Xmas, Easter and other holidays.

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4. In his sample of 80, 54 women never saw their parents fight, and 46% of these were battered as wives. 12 women grew up in violent homes, and 66% of them were battered as adults.

A study by Prescott and Letko of 40 Battered Women who answered an ad in MS.

1. 80% of the women said the blame was shared.
2. As causes of the violence:
 - a) 43% cited sex-role conflicts
 - b) 11% cited lack of communication skills
 - c) 20% cited stressors such as emotional problems, child care, the woman's job, the man's financial responsibility.
3. 47% said they couldn't talk to him about the violence after an attack
4. Reactions to being battered:
 - a) 68% felt trapped
 - b) 55% felt helpless
 - c) 73% felt depressed
 - d) 33.3% felt humiliated
 - e) 2% felt guilty
 - f) 25% felt inadequate, unworthy, unattractive
5. 84% said the violence had helped them become more independent.
6. 43% said their daughters express fear of men and distrust of marriage.
7. The authors concluded that men with dissatisfaction with their jobs extend their need to control to marriage, and increase the risk or cost to the wife of violating their expectations, however petty those expectations are.

LSE: 9/15/78

Young Women's Christian Association of Paterson, New Jersey

185 CARROLL STREET

Tel: 684-6408

PATERSON, NEW JERSEY 07301

April 16, 1979



Hon. Harrison Williams
315 Russell Senate Office Building
Washington, D.C. 20510

Dear Sir:

There have been a great many changes in our society in the last decade. But perhaps the most profound changes have been made in the status of women in this country. Women have been given equal status with men in many areas, but there is one area of our society that has all but been forgotten in our search for women's rights. This forgotten segment of our society is the Women in Prison and the woman ex-offender, the woman who has paid her debt to society but because she is an ex-offender may find it difficult to adjust to society because society, in most cases will not let her!

This is by way of introducing ourselves. We are the Association of Women Offenders and following is a brief outline of our program and our plans for the future.

The Association of Women Offenders is an organization whose purpose is to provide services for the woman offender and ex-offender that will make her adjustment from the institutional environment to the outside world a smooth one. We are here to provide support for the woman offender in helping her cope with the special problems that confront her on her release from any institution, whether it be federal, state or the local county jail. We want to help the woman offender help herself by providing her with the life skills and educational/vocational training that she will need on the outside.

We hope eventually to be able to provide these services to the woman offender and ex-offender in six areas: (1) support on release from prison; (2) housing; (3) job and job counseling; (4) education; (5) community education and (6) psychotherapy. In the hopes of providing these services we have contacted the following agencies who have lent us their whole-hearted support:

Paterson Adult Education Program
80 Hamilton Street
Paterson, New Jersey
Mr. James Comerford, Director

Passaic County Mental Health Clinic
135 Ellison Street
Paterson, New Jersey
Ms. Erna Corallo, MSW

Passaic County Board of Social Services
55 Church Street
Paterson, New Jersey
Mr. Edmund DeSantis, Director

A Member Agency of the United Way of Passaic Valley

ASSOCIATION OF WOMEN OFFENDERS

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New Jersey State Employment Service
370 Broadway

Paterson, New Jersey
Mr. Robert Neiditsch, Director of Project Employ, a program especially designed for ex-offenders.

Paterson Welfare Department
50 Broadway
Paterson, New Jersey
Ms. Viola Brown, Director

Community Relations Division
Paterson Police Department
950 Main Street
Paterson, New Jersey
Det. Gine Rodriguez, Director

These are a few of the social service agencies that we have contacted and have offered their help to the Association. Our referrals come from three main sources:

Federal Probation Office
417 Federal Court House
Newark, New Jersey
Mr. Emil Morelak, Chief Probation Officer

New Jersey Parole Bureau
79 1st Street
Clifton, New Jersey
Mr. Robert Lintner, Director

Passaic County Sheriff's office
New County Court House
Paterson, New Jersey
Mr. Edwin Englehardt, County Sheriff

We are still in the process of contacting other agencies that would be of use to us and at the present time, we have had initial success with our ex-offenders from the local county jail. We are looking forward to expanding our facilities.

We are now located in the Women's Center at the Paterson Y.W.C.A. and are working out of their office. To date, we have no funding although we have applied to several private foundations but it is a long process and until such time as we can set up our own facilities we must rely on the good will of the Y.W.C.A.

Our immediate need is funding - preferably government funding and this is one of the reasons we are writing to you. We feel that there is a great need for a program such as ours because at the present time in the state of New Jersey, there are no programs for woman offenders or woman ex-offenders - programs designed especially for women. I feel that with the proper funding we can build an organization to bring these services to the woman offender and ex-offender. We are novices when it comes to funding procedures but we are more than sure that with your experience in the distribution of government monies, you could help us locate a source of funding, one that would be interested in our program.

Association of Women Offenders

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I hope this letter has explained to you a little of our program. We have plans - eventually we would like to have a half-way house for women ex-offenders - but right now the need is money to keep the program going. These women - of which I am one - must know that there is someone on the outside who cares enough to help them when they leave prison. They must not feel that they are alone and, above all, they must not be our forgotten sisters!

Thank you for your time and trouble and if there are any further questions about our program, please do not hesitate to contact me at the V.W.C.A.

Again, thank you for taking the time to read this letter.

Very truly yours,

Lorraine Andruzzi, Director

Lorraine Andruzzi

ASSOCIATION OF WOMEN OFFENDERS

Vicky Stapleton, Co-Director



Woman's Surance™
P.O. Box 304, Wayne, N.J. 07470

Information Services

Isobel Bogorad Flies, Executive Director

May 23, 1979

Hon. Harrison A. Williams, Jr.
Chairman, Committee on Human Resources
United States Senate
Washington, D.C. 20510

Dear Senator Williams:

Thank you for the invitation to present my views on The Coming Decade: American Women and Human Resources, Policies and Programs, to your committee.

I feel that our government should be committed to the idea of helping women create work opportunities for themselves. Instead, present policy seems to encourage training for jobs that may be non-existent. For example: one OETA program with which I am familiar, trains unemployed women in office skills and procedures. For a job woman who graduates and is then hired for a salaried job, the teacher in charge receives a thirty dollar (\$30) incentive.

Despite the excellence of the training and the equipment, only four women out of twelve have been placed in such a salaried position since graduation last month. I feel that the women yet unemployed should be guided and counselled into adapting their skills into self-created work opportunities as independent contractors and small business women. If the government does not consider such guidance as an acceptable option, then I cannot but conclude that there seems to be a strong anti-business attitude affecting our policy and decision makers.

An anti-business attitude on the part of our government is harmful in other ways, too. In career planning, many women who would make excellent insurance agents do not, even consider insurance as a career because of the sensational exposes of the Federal Trade Commission and the Interstate and Foreign Commerce Committee. This is doubly unfortunate because as an independent agent or broker a woman has the opportunity to own and develop her own small business and to participate fully in important matters of her community.

Because of these prevailing attitudes women - except for a small number - have been left out and have not had sufficient chance to become independent agents/brokers in the life insurance industry.

I see this as a situation that can be that can be remedied.

Therefore, I propose that with the help of this committee, my company work

to inform women of this new opportunity to become licensed, professional independent life agents. A woman will be in a business in which she is her own boss. She sets her own hours, she determines her own income and therefore, age, weight, education and ethnic origin are no handicaps.

I am personally willing to notify, recruit and train women who may be interested in working in this field. My organization - Woman SuranceTM Advisory Services, will make a place for every independent, positively motivated woman. If she is interested in growing, we are interested in her.

I am asking for the help of this committee, the SBA, - The Women's Bureau, The Council of Displaced Homemakers and other government personnel to help locate self-motivated women so that they can have a chance to take advantage of this opportunity to earn money.

I look forward to receiving a copy of the source book your committee expects to publish soon.

With best wishes, I remain

Sincerely yours,

Isabel Bogard Fleiss

ISABEL BOGARD FLEISS
Executive Director
WomanSuranceTM Information Services

BNF:jng



1975 A 1 9 17

James C. Teague, Interim
Executive Director

Final Draft

April 27, 1979

Sen. Harrison R. Williams, Jr.
Chairman
Committee on Labor and Human Resources
United States Senate
Washington, D. C. 20510

Dear Senator Williams:

It was the feeling of Mrs. Kitty V. Taylor, of my staff, that your kind letter of April 2, inviting a statement on "problems, conditions and trends" affecting women, could best be addressed from an Agency perspective. Subject statement is attached.

Our deepest appreciation for making our input possible.

Sincerely,

James C. Teague
Interim Executive Director

JCT/jd

Enclosure

COMPLIE ON
MAY 1 10 11 53

31 FULTON STREET

NEWARK, N. J. 07102

Tel. (201) 484-8820

STATEMENT

Christian Nestell Bovee, a 19th Century writer/philosopher is purported to have said, "Next to God, we are indebted to women, first for life itself and then for making it worth living."

Unfortunately, we Americans are so engrossed in our individualistic pursuits we take these contributions for granted, and once a woman has fulfilled the functions of childbearing, and being an object of sexual fantasy, we are little concerned with their welfare.

Obviously, we are here speaking of elderly women, who of course are individually loved, and provided for, if they have husbands or children. But picture a woman of 65, married for 40 years, children grown and married themselves; then her husband dies. What does she do with her time.

And what of the older women who has never married, those who have divorced late in life, those who are in failing health, those who simply can't find someone compatible, and pathetically, those with large families who have been deserted by their husbands.

The reasons go one-and-on, but the fact remains that there are thousands upon thousands of women (young and old) suffering from various degrees of depression caused by the forced solitude of their lives.

Of course men grow old, and are no strangers to loneliness, but most, if they desire, are able to find companion. This is often not possible for a woman, because not only do men die of natural causes before women, but that unnatural life-ender, War,

Statement

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historically widens the disparity in numbers of adult males and females.

More than one-half-million, of what would be our older male citizens, died during the first and second world wars. The ranks of potential husbands for our younger women were depleted by over 46,000 killed in Vietnam and some 154,000 seriously wounded.

In Korea more than 54,000 were killed, and approximately 104,000 wounded. Add to these figures the more than 250,000 American males who are incarcerated, those who have serious drug problems, those who have chosen homosexuality as a sexual preference and those who are already married and it becomes obvious that there is a serious shortage of marriageable males.

This is a serious problem that must be addressed with careful planning, expertise, and above all caring. We must develop useful, innovative programs and projects; be they second-career training for the older women or sociological courses for the younger females that will help them understand that their plight is not necessarily the result of personal shortcoming, but rather the product of our economic and other institutional systems.

Envision what our personal lives would be like if there was no one to care for and no one to care for us; no one to come home too, no one to worry about, to laugh with, or even to cry with. Life is difficult when you have a life-companion, imagine what it must be like when there is no one to turn to.

Our national budget expenditures total \$531.6 - billion for fiscal year 1980, can't we find a few dollars to help women, like those who brought us into the world, and have made life worth living?

140 Ridge Road
Rutherford, New Jersey 07070
1979 APR 19 PM 34

April 16, 1979.

The Honorable Harrison A. Williams, Jr.
Chairman, Committee on Labor and Human Resources
United State Senate
Washington, D. C. 20510

Dear Senator Williams,

In reply to your request of April 2 for a written statement on my views of the problems and prospects facing women today, I enclose a brief statement for your consideration.

May I commend you and your committee for these splendid efforts to improve the status of women in our state and country.

Sincerely yours,

Sylvia Sammartino
Sylvia Sammartino

COMMITTEE ON
LABOR AND HUMAN RESOURCES

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From Dream World to Reality

My experience with the women's movement dates from 1963 when Betty Friedan came to Fairleigh Dickinson University by invitation of my husband, then president. She was joined by Dorothy Gordon, Helen Meyner, and Judge Florence Shientag in a discussion of the "Feminine Mystic" and careers for women returning to the marketplace after rearing their children. As Dean of Admissions and wife of the president my own professional career was a satisfying one, but with the onset of the women's movement I began to take notice of women not as fortunate. As chairman of the New Jersey State Commission on Women in the early seventies I gained an intensified awareness of the real problems, too long ignored.

My views today, none new, none revolutionary, consist of a re-statement of the of the basic philosophies which I think must obtain if we are to have equality among people, who happen to be men and women.

Unfortunately, many men and women live in a dream world based on tenacious myths. Four of these myths seem to be at the heart of the problem. Stated briefly:

The first myth proclaims that there is a man for every woman in this world and that he will support her and their children forever. No need for any woman to work to support herself, her children, her parents, or to help a struggling spouse. The realities are that many families cannot survive unless husband and wife work, and that many women must become heads of households. Once these realities are accepted equal work for equal pay will become the guiding principle of our economy.

A second myth holds that the female brain cannot perform the intellectual functions of the male brain. This myth persists although each year evidence piles up to prove the contrary. The reality is that some men have superior intellects and some women have superior intellects. Once it is accepted that a brain has no sex, equal opportunity for equal talent will prevail.

A third horrible myth, just coming to light, fosters the idea that a man proves his manhood by putting down his wife, by abusing her, and by beating her up. A little sunlight on these festering wounds may begin to heal them.

And finally, a fourth myth promotes the idea that women's work is in the home, that she must bear the full responsibility for raising the children, and that this double career of housewife and mother has no monetary value. This myth denies the reality that these careers are the very underpinning of our society, and as such must be evaluated in the currency of the country.

In the United States we take pride in facing facts to solve problems. Why has there been a reluctance to discard the myths about men and women and to face up to realities?

Sylvia Sammartino (Mrs. Peter)
140 Ridge Road
Rutherford, N. J. 07070

April 16, 1979.

N.J.

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State of New Jersey
GLASSBORO STATE COLLEGE
GLASSBORO, NEW JERSEY 08028

DEPARTMENT OF SOCIOLOGY

Testimony of Pearl W. Bartelt, Ph.D.
Associate Professor of Sociology
Coordinator, Women's Studies
Glassboro State College
Glassboro, NJ 08028

to

U.S. Senator Harrison A. Williams, Jr.
Chair of the Senate Labor and Human Resources Committee
for
Hearings on Women's Issues for the Coming Decade

I appreciate this opportunity to provide testimony for your consideration in forming programs for women for the coming decade. I do hope that the committee will emphasize policies as well as programs. Indeed programs are often terminated and without detailed policy that which the programs were designed to accomplish goes by the wayside.

In discussing economics I will omit statistics on salary comparisons since these were already provided at the April 9th hearing. I would however like to provide materials on both the Federal Government and New Jersey State Government employees to illustrate the tremendous need for policies and programs within the governmental system as well as the economy as a whole.

Women as full-time white collar employees in Federal Government agencies, October 31, 1970 (Source "Study of Employment of Women in the Federal Government, 1970," Washington, U.S. Civil Service Commission, Bureau of Manpower Information Systems, 1971, pp. 17, 235) are represented as follows:

General Schedule (GS) grade	Number of Employed Women	Women as percent of total employed
1	2,913	68
2	18,576	76
3	86,274	78
4	139,664	63
5	191,678	32
6	65,089	48
7	54,037	38
8	12,431	26

(continued)

COMMITTEE ON
HUMAN RESOURCES
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General Schedule (GS) grade	Number of Employed Women	Women as percent of total employed
9	43,441	24
10	3,890	12
11	19,325	12
12	9,870	7
13	4,622	5
14	1,817	4
15	942	3
16 & higher	158	2

This is over a $-.90$ correlation which is close to a perfect inverse relationship specifying that as the GS level increases the representation of females decreases. Women only comprise 50% of the workers in the lowest four grades.

This listing excludes employees of the CIA, National Security Agency, Board of Governors of Federal Reserve System and foreign nationals overseas.

The data for Women in New Jersey's State Government is comparable (Source: "Women in New Jersey State Government" New Jersey Department of Civil Service, 1974, p. 10).

Job Categories	Number of Employed Women In State Service	Women as % of total employed
Custodial-Service	612	11.3
Office-Clerical	8,241	87.8
Auxiliary-Aide	4,404	59.7
Professional-Technical	7,325	34.9
Executive-Managerial	157	8.8

The correlation here is $-.70$. If we eliminate the blue-collar custodial-service category the correlation becomes -1.00 a perfect inverse relationship. As the job level increases the representation of females decreases.

Obviously the needs for economic policies and programs for women in the 1980's cannot be emphasized strongly enough. Work needs to be done on increasing advancement potential for women, incentives for flexi-time, and part-time work with benefits. Ms. Allen's suggestion about corporate responsibility in letting women come on the job for retooling also has a great deal of merit.

I think the problem of women's misuse of drugs/medications will follow us into the 1980's. The medical establishment has not been receptive to solving this problem. Indeed physicians are generally the primary source for these substances. I think we must look more and more to alternative preventative and treatment programs and the formation of neighborhood networks. I know the community demand and success that Together, Inc. in Glassboro, NJ has had in treating this problem for their clients. Policies and programs can deal with

accountability of drug manufacturers, and physicians (required listings of possible side effects to be signed by the patient and a copy provided to her/him). Grants can also be made available to alternative community programs. Women can be paid to be trained and to work as peer counselors.

The Displaced Homemaker will also continue to be an issue in the 1980's. I was somewhat distressed by the desire to find a more neutral term to explain this phenomena. Although the term may be painful to hear, it doesn't begin to reflect the devastating situation of these women's lives. I fear that a more neutral term will take the problem out of the public eye and will dilute the needs of this particular group by attaching them to a broader category. I also think the strength of the term is important to insure that future generations protect themselves against this phenomena.

Childcare will probably escalate as a concern in the 1980's. As the rate of female head of household increases and inflation requires both spouses to work we will see more and more women staying in the labor force during the child-bearing years. Men have never been asked to choose between a career or a family and women are no longer willing to make such a choice. The statement was made at the April 9th hearing that government cannot interfere in the purview of the family. I respectfully submit that the family has already changed and to ignore this change is to ignore reality.

Policies need to be designed supporting child-care for the young child and for the often forgotten school-age child who needs afternoon care. Incentives can be developed so that business and government assist in providing low-cost child-care for their workers. This must be provided for both male and female workers or child-care will be used to exclude women from the work force. Grant support for these types of programs can also assist other areas of social need. For example, there can be grants to pay elderly and youth to assist in these child-care programs. This would generate jobs for targeted populations and indeed would probably save other agency funding.

I would like to respond to the idea of a Federal Public Advocate presented by Mr. Van Ness. A Public Advocate could be very important on the federal level but only if there is the commitment to make it a viable program and there is the power of potential litigation. To be successful and to have my support, it cannot be one more place to entangle people in the federal bureaucracy but must be a way to make the bureaucracy more effective and responsive to the needs of the people. Indeed the office must provide the means to cut through the bureaucratic entanglements of the federal structure and provide recourse for people in general and women specifically.

In summary, I cannot specify strongly enough the need to include women in every issue touched by this committee. We have learned that the implicit assumption that women are included in legislation, policy, grants, programs, etc. does not insure this inclusion. The inclusion of women must be explicitly stated. This explicit inclusion of women must occur on the federal level and must be required by all group and individuals providing services for or contacts to or from the federal government.

I thank you for this opportunity to provide testimony to the Senate Labor and Human Resources Committee and will be happy to make myself available if there is any way that I can be of assistance in the future.



STATE OF NEW JERSEY
DEPARTMENT OF LABOR AND INDUSTRY
HUMAN RESOURCES

JOHN A. WISKOWSKI
Commissioner

LABOR AND INDUSTRY BUILDING
TRENTON, NEW JERSEY 08646

JOHN H. WISKOWSKI
Assistant Commissioner
(609) 292-2900

May 4, 1979

The Honorable Harrison A. Williams, Jr.
342 Russell Senate Office Building
Washington, D.C. 20510

Dear Senator Williams:

I would like to take this opportunity to submit testimony to the Senate Labor and Human Resources Committee on the need for child care services. This submission is in response to the April 9, 1979 hearing in Trenton on "The Coming Decade: American Women and Human Resources Policies and Programs".

As the Assistant Commissioner for Human Resources in the New Jersey Department of Labor and Industry, it is my responsibility to develop and implement programs to provide increased employment opportunities for all citizens of New Jersey. One factor that affects the ability of individuals to seek and retain employment is the availability of quality child care services. The need for child care services particularly affects the participation of women in the labor force. Because of this factor and my concern about the restrictions it places on women in the labor market, I initiated a study on the need for quality child care services and on how government, labor and business can work together to develop and make available such services.

An underlying issue of equal importance is my concern over the lack of quality child care services available for the children of working parents. During a child's developmental years, it is important for children to receive proper stimulation and support to ensure healthy emotional, psychological and intellectual growth. We must be careful that child care services and facilities, developed in response to our efforts to increase the participation of women in the labor force, provide the proper atmosphere and environment for this growth.

The attached testimony, based on the comprehensive study by my office, addresses those concerns and how they may be dealt with. The final report will be completed by May 15, 1979, and I will forward a copy of this report to your office.

I will be happy to meet with you and your staff to discuss my testimony and the findings of this report in greater detail.

Sincerely,

Joan H. Wiskowski
Joan H. Wiskowski
Assistant Commissioner
Human Resources

Attachment

THE COMING DECADE: AMERICAN WOMEN
AND HUMAN RESOURCES POLICIES AND PROGRAMS

Testimony of
Joan E. Wiskowski
Assistant Commissioner
Office of Human Resources
New Jersey Department of Labor and Industry
Before the
United States Senate
Labor and Human Resources Committee

May 4, 1979.

Mr. Chairman and Members of the Senate Labor and Human Resource Committee; I am Joan Wiskowski, Assistant Commissioner for Human Resources for New Jersey's Department of Labor and Industry. I thank you for this opportunity to present testimony on the issue of child care needs and to offer my recommendations for encouraging government, labor and business to work together to achieve this important objective. I would like to acknowledge and commend New Jersey's Senator Harrison A. Williams, Chairman of this Committee, for his commitment to address and understand the needs of women in society. Senator Williams, it is to your credit that your Committee recognizes how vital child care services are to the millions of working parents in New Jersey and throughout our country.

As Assistant Commissioner for Human Resources, I am responsible for insuring a productive, skilled workforce for the state, and to maximize employment opportunities for the unemployed and underemployed by providing the necessary training programs and ancillary services. I have a particular interest in encouraging the participation of the business and labor sectors of our economy to work together in a partnership with government on all levels, to help meet the growing demands for quality child care services in New Jersey. I am grateful to this Committee for the opportunity to present information relevant to the child care needs of New Jersey parents.

The need for child care services is great. At present, there are 880,000 women in New Jersey who have children under 13

years of age.¹ Almost half of these women, or 415,000, are in the labor force.² Of this group of working mothers with young children, 82,000 are single heads of households, at least half of whom have family incomes of less than \$7,000 a year. Of the 465,000 mothers with young children who do not work outside the home, many either have considered or have expressed the desire to work, but cite "home responsibilities" as the reason they have not entered the labor force.

Existing data suggests that female labor force participation is influenced by the ages of the children in a family. Participation is consistently higher for mothers with children in the 6-13 age group than for women with children ages 0-6. Fifty-six percent of women with children ages 6-13 are in the labor force, while the labor force participation rate for women with children ages 0-6 is only 40 percent.⁴ Therefore, it can be inferred that preschool children in the home are a major factor inhibiting the labor force participation of their mothers.

Since nearly half of all women in New Jersey who have young children are in the labor force, and two-fifths of this group have children under age 6, the availability of quality child care services is and will continue to be a major area of concern for all dual income and single head of household families. The unavailability of quality child care does not eliminate the need to support a family. Failure to make available quality child care to those who need it will force families to either forgo employment opportunities for one member of the family or, as in

the case of a single head of household family, require them to settle for minimum custodial care or for no care at all. The problem will not go away by ignoring it, for the children of today will be the adults of tomorrow, our nation's hope for the future, who will suffer the effects of our neglect.

I am also deeply concerned with the impact that inadequate and often non-existent child care is having on the emotional, physical and intellectual development of our children. However, for the purpose of this testimony, I will direct my remarks to the negative impacts that inadequate child care services have on the labor force participation of women.

Women tend to remain outside of the labor force, working sporadically or working part-time until their children are no longer in need of close supervision. The economic cost of the decision to be unemployed or underemployed is high. According to an updated (1977) version of a 1969 Report by the Commission on Population Growth and the American Future, the average woman forgoes \$100,000 in earnings if she remains out of the labor force until the child attains the age of 14.

On the other hand there appears to be no such economic cost to men who have children. Neither the labor force participation rate of males, nor their salary levels are impacted by their role as fathers. Economists have estimated that as much as 49% of the male/female wage differential may be the result of women's discontinuous labor force participation due to child care needs. Therefore, government action to assist in the provision of child

care services would have a significant, positive, impact on the representation of women in the labor force and on curtailing the growing differential between men's and women's earnings.

Changing attitudes toward women and work need to be reinforced by structural changes in the access to and rewards for work. The universal availability of quality child care services would be one type of structural change which would allow mothers to more freely enter the labor market, and to do so on a more equal footing with her male counterparts. As a result of my belief that government should take an active role in encouraging more and better child care services, I initiated a study designed to estimate the need for child care services in New Jersey and the economic impacts on the public and private sectors which result from meeting the need. I would like to share with you some of the initial findings of that study.

Child Care Needs For The State Of New Jersey

At present there are 1,180 licensed child care centers in New Jersey which serve up to a maximum of 53,000 children between the ages of 2-5 (See Table 1).⁵ It is estimated that 19,000 of the 53,000 available slots are being utilized by children of working mothers (See Table 2).⁶ This number represents only 40% of the projected need for this age group. (After-school centers are currently not required by law to be licensed; it is not possible to ascertain the number of centers or children being served by these centers).

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The total number of women who require child care services by ages, number of children⁷ and estimated costs are:

Required Child Care Services By Age, Number Of Children, & Cost Of Care

	<u>Age of Child</u>	<u>Age of Child</u>	<u>Total</u>
	<u>0-5</u>	<u>6-13</u>	
Women	222,000	233,000	455,000
Children	466,000	489,000	955,000
Cost	\$1.17 billion	\$611 million	\$1.78 billion

The Cost Of Child Care In New Jersey

The cost of providing comprehensive, quality child care services for the nearly 1 million children of women who are in the New Jersey labor force or wish to enter/re-enter the New Jersey labor force is estimated at nearly \$1.8 billion. This estimate is based on Federal Interagency Day Care Requirements (FIDCR) for "quality" care.

To educate a preschool child in a "quality" center, which includes intellectual stimulation, medical and nutritional attention, good staff ratios, and parental involvement, administrators for Title XX funds in New Jersey estimate the cost per child at \$30 a week or \$2300 for a 50 week year. Based on our estimate that 466,000 children of working mothers would benefit from these services, this would amount to an expenditure of \$1.17 billion for preschool child care. The after-school costs of caring for school age children, according to Title XX's formula is \$25 per week per child or \$1250 for a 50 week year. This would amount to an expenditure of an additional \$611 million for child

care services for 489,000 school age children.

The expenditure level required for the comprehensive provision of quality child care services is clearly high. Table 2 reflects the distribution of children by the type of child care services they receive and the estimated cost of these services.⁹ (See also Graph A).

Current Types Of Child Care

At present, nearly three-quarters of a million, or 800, of these children are cared for in their own home, 750 of whom are cared for by a parent. In order for working parents to provide care for their children, many have to take part-time or shift work that does not interfere with that care. This situation often limits possibilities for career advancement and is particularly exhausting to the single parent. Dual-income families often have to stagger their hours so at least one parent is home with their child while the other parent is working. Often shifts do not exactly overlap so that many children are left alone at least part of the day or night even though the type of care they are receiving is characterized as "by a parent". The remainder of "in the home" care is provided by relatives, by non-relatives, and by the children themselves which is commonly referred to as "latch-key" children.

It is estimated that there is a total of 66,000 "latch-key" children, or nearly three times as many as the 24,000 children who are enrolled in child care centers.¹⁰ In the school-age category, ages 6-13, there is a significant difference in the

number of latch-key children (45,000) and the number of children enrolled in group day care centers (5,000). Of all children of working mothers, only 2.5% or 33,875 are being cared for in child care centers. It is for only this 2.5% that we can monitor the quality of care provided to the children. We have no real way to measure the quality of the informal arrangements that most working parents have made because of accessibility, finances, or personal preference.

These statistics are significant in that they point out the large number of children who are now left to care for themselves for some portion of the day, primarily after school. This, I believe, demonstrates the serious need for child care services for this age group who could benefit from the supervision and supportive atmosphere of a child care center.

Many working parents must shoulder the psychological burden of providing what they know to be less than desirable care for their preschool and school age children. Even where quality child care services are available, the cost may exceed the family's ability to pay for these services. Studies have shown the cost of developmental child care programs more often than not, exceeds the financial ability of the average working parent. It has been estimated that the average family will not pay more than fifteen percent of their annual income for child care services. Without any financial assistance, parents may be forced to select informal child care arrangements, while relatively convenient and inexpensive, typically less than \$10 per week, may be inferior and lack the creative and responsible supervision necessary for

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the healthy development of the child.

Expenditures for our present system of child care in New Jersey amount to approximately \$171 million which represents only 18.4% of the estimated \$1.78 billion necessary to support the projected need for comprehensive child care in the State. The \$171 million figure is based on the assumption that there are no expenditures for child care when the provider is a parent, relative, or the child for himself. Of the \$171 million, the State provides approximately \$38 million of that cost through Title XX funds.

Table 2 indicates that 83% of current dollar outlays for child care services are for the care of preschool children. Thirty-three percent of the total outlay for preschoolers, \$48 million, goes to child care centers; whereas, only 24%, or \$6 million, of the total expended on school age children is spent at such centers. Table 2 further shows that nearly 30% of preschool children are cared for in a home other than their own, but only 7% of school-age children fall into the same category; and that 17% of preschoolers are under the paid care of a non-relative outside of the home, but only 4% of school-age children are under such paid supervision. It becomes apparent from these statistics that the dollar outlay for child care services is directly influenced by the age of the child who receives these services.

Types of Private Sector Involvement

Industry involvement in the provision of day care services for employees has taken a number of different forms, ranging from providing total child care services to providing only information about the availability of such services. The various types of participation, and some examples of that participation are summarized below.

1. Various segments of the private sector have included child care services as part of the package of employee fringe benefits. Child care is currently an approved negotiable item. The 1969 amendment to the Labor-Management Relations Act of 1947 (Taft-Hartley) permitted employer contributions to trust funds to include the establishment of child care for dependents of employees. The most extensive on-site child care program involving union members has been administered through the Health and Welfare Fund of the Baltimore Regional Joint Board of the Amalgamated Clothing and Textile Workers Union (ACTWU). Seventy manufacturers employing union members contribute 2% of their gross payrolls to the fund which operates six centers.
2. Establishing and operating of the child care centers on the company premises with some

financial subsidy, supplies and services. PCA Corporation in Matthews, North Carolina, opened such an on-site center in 1971.

3. Helping to establish centers through direct capital outlay, construction, expertise, and community involvement. The Stride-Rite Corporation, which manufactures children's shoes in Roxbury, Massachusetts, is an outstanding example of high quality, company-sponsored child care for employees and the surrounding community.
4. Acting as a catalyst in the community by providing executive talent and expertise to aid in the establishment and/or operation of a child care center. Whirlpool Corporation organized 25 industries in the Benton-Harbor St. Joseph's area of Michigan to form a Committee on Day Care and contributed the expertise of several of its departments. The result was the formation of the Twin Cities Area Child-Care Centers, Inc., a non-profit agency which administers a child care program.
5. Donating equipment, space and finances to assist child care centers and services.

6. Providing vouchers to employees for their own purchase of child care services. The Ford Foundation uses such a voucher program for their employees to obtain child care services from the vendor of their choice.
7. Joint contracting by employers and their employees to reserve slots at child care centers and to share the costs of the services. The Polaroid Corporation in Cambridge, Massachusetts, operates such a service.
8. Providing informational assistance to employees. Personnel representatives for Illinois Bell Telephone Company assist employees in making arrangements for their children. The company also encourages area citizens to train and apply for state foster care licenses to meet the employee's child care needs.
9. Subcontracting with a proprietary child care service. Hoffmann-LaRoche, Inc., a Swiss based pharmaceutical company in Nutley, New Jersey, subcontracts with the Mountain Top Preschool Learning Center and Kindergarten, a proprietary service, which operates a center ten minutes from the main complex.

Advantages To The Private Sector For Sponsoring Child Care Services

While a firm may not wish to pay the full cost of child care for its employees, it is often to the company's advantage to encourage the provision of such care and to subsidize much of its cost. An examination of the child care expenditures made by randomly selected companies making such expenditures appears to indicate a firm can profitably provide an average of 60% of the full costs of providing child care. If capital costs are excluded and only the operating costs are considered, this proportion is even higher.¹¹ Furthermore, the higher the salary level of the "typical" employee using the service, the greater the savings to the firm as a result of reduced employee turnover, absenteeism, and lost production.

In reviewing the various experiments the private sector has initiated in the area of child care, the following advantages to the participating firm have been observed:

1. Companies can realize significant savings in reduced absenteeism, turnover, and increased productivity. A study of the Northside Child Development Center in Minneapolis, Minnesota,¹² which was organized by a consortium of companies including Control Data Corporation, Pillsbury, Dayton's two utilities, two banks, and an insurance company, found that:
 - A. Absenteeism for employees utilizing the center was reduced 21% from pre-enrollment rates.

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- B. Monthly turnover rates for mothers using the center was 1.8% as compared to 6.3% for mothers not using the center, or 5.5% for employees without children of child care age.
 - C. Employers believed that child care services increased the productivity of the affected employees. Employees indicated they are happier when their children are adequately cared for.
2. Companies are in a stronger competitive position in the labor market because they are offering an important, but unique fringe benefit. Companies which offer this benefit are in a better position to attract and retain young, stable, family oriented employees. The ACTWU Manufacturers in the Baltimore region program found that women who worked at one plant had little incentive to remain there, and often moved to another plant. By offering the women an important and much needed service, i.e. child care services, those companies were able to reduce their rate of turnover.
3. Companies create a good community and national image.

The Role of the Private Sector in Facilitating the Development of Child Care Services

The business community can provide the much needed impetus to expand the availability of quality child care services. Once there is widespread recognition by the private sector of the benefits that child care services offer to them and their employees, we can expect their active support to make these services available.

The most direct manner in which the business community can support the development of child care services is through the provision of funds and facilities. This contribution can either be in the form of operating or subsidizing on-site child care centers, purchasing services for employees, or by partially reimbursing employees for child care related expenditures.

The private sector can also contribute in other, sometimes indirect, ways to encourage the development and utilization of child care services. These include the:

1. donation of legal advice and services.
2. donation of business and money management advice and services.
3. use of company group feeding facilities.
4. use of company medical facilities.
5. use of telephone and office service and supplies.
6. donation of surplus manufacturing material.
7. use of large scale purchasing power of goods and services to reduce operating costs.

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8. use of existing maintenance department and repair shops.
9. use of transportation equipment.
10. use of diverse management skills.
11. use of company influence when needed to impact on other public and private services.

The Role of Organized Labor in Facilitating the Development of Child Care Services

Organized labor can play a major role in expanding the availability of child care services. Through the collective bargaining process, labor unions, representing their membership, negotiate benefits with employers that reflect the needs of its members. In addition, the union also provides benefits directly to its members to supplement those provided by the employer. As more women enter the work force and become union members, and as the number of dual income households increase, and as the number of households headed by women increases, we can expect that child care services will be one of the major employee needs and fringe benefits sought in the negotiating process.

Organized labor, as an entity that both obtains and provides benefits, is in a unique position, one that can be instrumental in facilitating the development of quality child care services. Some specific actions organized labor can take follow.

1. Survey their union memberships to determine their members' need for child care services, and identify the segments of the union membership that could benefit from such services.

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2. Adopt child care services as a negotiated fringe benefit to be included in the collective bargaining process with employers.
3. On a shared cost basis with employers, provide direct child care services or provide financial assistance for the delivery of such services.
4. Make available facilities and direct or indirect financial or in-kind support for child care services.
5. Provide partial subsidization of child care expenses incurred by union members.

The Role of Government in Facilitating the Development of Child Care Services

I believe it is safe to assume the magnitude of the need for child care services in the State of New Jersey is reflective of the real and potential demand for such services nationwide. Government is in an excellent position to bring business and labor together on the issue of providing child care services. A coordinated effort by the federal and state governments can create the proper atmosphere in which to expand the availability of child care services to women who are working or who wish to work.

Therefore, I ask the members of the Committee to consider the following recommendations for action on the part of the Congress and the federal government to facilitate the creation and expansion of child care services, and eliminate some of the disincentives that now exist for many low and middle income individuals. Many of these working individuals find that child care expenses often reduce their income to a level that is nearly equal to public assistance.

1. Title XX of the Social Security Act should be revised to increase the income limitations for families eligible for child care services. Currently, federal aid is limited to qualifying centers for parents earning less than \$10,000 annually. Centers receiving Title XX funds, which include many industry sponsored centers, can only use these funds to subsidize families below the \$10,000 income level. Increasing this limit would, in effect, make federal child care assistance available to low-middle income families.
2. Congress should expand tax incentives and broaden tax deductions for employers providing or contributing to child care services for employees. Tax credits are currently available to encourage economic development and to create employment opportunities for disadvantaged individuals. Tax incentives similar to these would encourage private sector support of child care services.
3. Congress should increase tax credits for child care expenses incurred by working parent(s), especially for families with more than two children. Increasing the maximum tax credit would enable working parent(s) to recoup a greater portion of their child care expenses, making the differential between working and not working greater.

4. Congress should enact a program of partial subsidization to working parent(s) whose income level exceeds current Title XX limitations, yet whose income or tax situation is such where they cannot take advantage of the existing tax credit for child care expenses. Certain low middle and middle income families, under existing laws, are not eligible for either Title XX assistance or for the child care tax credit, forcing them to bear the full cost of child care services. Enactment of a special program for these families would relieve them of a portion of the costs.
5. The federal government, be it this Committee or an appropriate executive agency, should initiate a nationwide study of the child care needs of working women, single head households and dual income families, and determine the economic costs to society resulting from the lack of quality child care services, and the cost/benefit to the national economy of making the necessary services available. Little or no information is available on this issue, and what data are available are sometimes fragmented and incompatible.
6. The federal government should develop new standards and regulations to encourage the development of comprehensive child care programs in the public and private sector, while maintaining essential elements for quality child care. The present Federal Interagency Day Care (FIDIC) requirements have been under attack as being too costly

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to implement and not based on careful study. The Administration for Children, Youth, and Families, of the U. S. Department of Health, Education and Welfare has just published the results of a four year National Day Care Study (NDCS) which analyzes the benefits and costs of critical child care center characteristics for pre-school children. The study isolates group size and staff training as the key influences on the children's well-being in a child care center. The study estimates the above changes will make a center less costly to run. The federal government should move quickly to develop new FDIC requirements based on this research.

7. All federal departments and agencies, especially the Department of Commerce, the Small Business Administration and the Minority Business Enterprise, should be encouraged, where appropriate, to make available funds and technical assistance to their grantees for the development and delivery of child care services.

While the above recommendations are rather extensive, I believe they will provide some of the incentives necessary for the expansion and creation of quality child care centers. They will provide tax benefits to companies supporting child care services and eliminate some of the financial and tax disincentives for low and middle income working parent(s). These recommendations will also constitute a framework within which state government can work and assume its share of the responsibility.

State government, while somewhat limited in its ability to provide direct tax and financial incentives, can take on a leadership role in encouraging local and regional firms to provide child care services for its employees. We can take an aggressive position in alerting business to the profit and tax benefits they can realize. We can advise them of the resources, financial and technical, that are available to assist in the organization of quality child care services. We should incorporate child care services as part of our economic development efforts. As an example of this approach, in New Jersey, we are in the process of exploring with the Port Authority of New York and New Jersey the possibility of establishing child care centers in their proposed urban industrial parks for tenant firms in those parks.

Other ways in which state government can facilitate the development of child care services include:

1. Coordinating and making available all information on industrial child care.
2. Providing technical assistance to companies interested in establishing centers and including an explanation of licensing requirements and procedures.
3. Making known all possible financial and tax incentives available to providers of child care centers.
4. Sponsoring education campaigns on the need for child care centers and the benefits to workers and private industry in helping to meet that need.

5. Locating and making available at minimal or no cost, under-utilized public buildings for pre-school and after school child care services.
6. Providing grants, interest free or low interest loans to make available capital investment or start-up funds to non-profit organizations establishing child care centers.

Conclusion

Senator Williams and Committee Members, in the testimony just presented, I have attempted to describe the magnitude of the need for child care services for women in New Jersey, which may be reflective of a similar need nationwide. I have also presented preliminary research findings that demonstrate the economic advantages of child care, both to the employer and the employee.

The recommendations I offer for your consideration are based on the assumption that neither government, labor or business alone can adequately satisfy the real and growing demand for child care services. These recommendations stem from my belief that a partnership among government, labor and business is necessary to address many of the serious issues we face.

As women continue to enter and re-enter the labor force, and combine their employment careers with the care of their young children, we must plan carefully and thoughtfully to expand the opportunity for labor force participation by working mothers, and to upgrade the quality care of their children. Government, I believe, must assume a position of leadership and involve business and labor in its efforts to address the need for child care services for working parents. The delivery of quality child care deserves to be addressed, not as a peripheral or optional program, but as an effort that is central in our efforts to enable all individuals who wish to work, are able to work, and are not held back by unnecessary barriers.

Thank you.

TABLE 1
LICENSED CHILD CARE IN NEW JERSEY BY COUNTY

COUNTY	Child Care Centers					NCD Approval (1)	Maximum # of Children (2)
	Total	Private	Headstart	Federally Funded	WIFE		
1. Atlantic	35	28	6	0	1	8	1,583
2. Bergen	125	113	1	11	0	15	5,348
3. Burlington	51	43	4	4	0	11	2,294
4. Camden	66	41	20	4	1	28	3,931
5. Cape May	10	10	0	0	0	1	258
6. Cumberland	23	17	3	3	0	4	973
7. Essex	209	100	44	63	2	55	8,732
8. Gloucester	34	28	0	6	0	11	1,481
9. Hudson	49	24	14	5	6	4	1,958
10. Hunterdon	13	10	2	0	1	0	339
11. Mercer	69	48	9	9	3	14	4,153
12. Middlesex	82	54	0	7	1	15	2,482
13. Monmouth	73	61	7	4	1	15	3,813
14. Morris	84	73	0	11	0	12	3,513
15. Ocean	35	29	2	4	0	11	1,632
16. Passaic	68	46	4	16	0	20	3,238
17. Salem	7	5	0	2	0	3	304
18. Somerset	47	42	2	3	0	7	2,077
19. Sussex	21	17	2	2	0	7	861
20. Union	87	73	14	0	0	18	3,629
21. Warren	12	11	0	1	0	2	389
TOTALS	1,180	975	134	155	16	261	52,788

SOURCE: Listing of Licensed Child Care Centers as of December 31, 1978. Department of Human Services, Division of Youth and Family Services, Bureau of Licensing. Table prepared by Human Resource Development Study, Rutgers University, April 1979.

- (1) NCD approval indicates the center is eligible to receive federal Title XX funds for services.
- (2) Maximum number of children is that number the center can enroll in keeping with State licensing play space per child requirements. This column does not reflect the actual number of children enrolled.

TABLE 2
NUMBER OF CHILDREN IN NEW JERSEY RECEIVING DAY CARE SERVICES¹
AND THE ESTIMATED DOLLAR OUTLAY² BY TYPE OF DAY CARE (1978)*

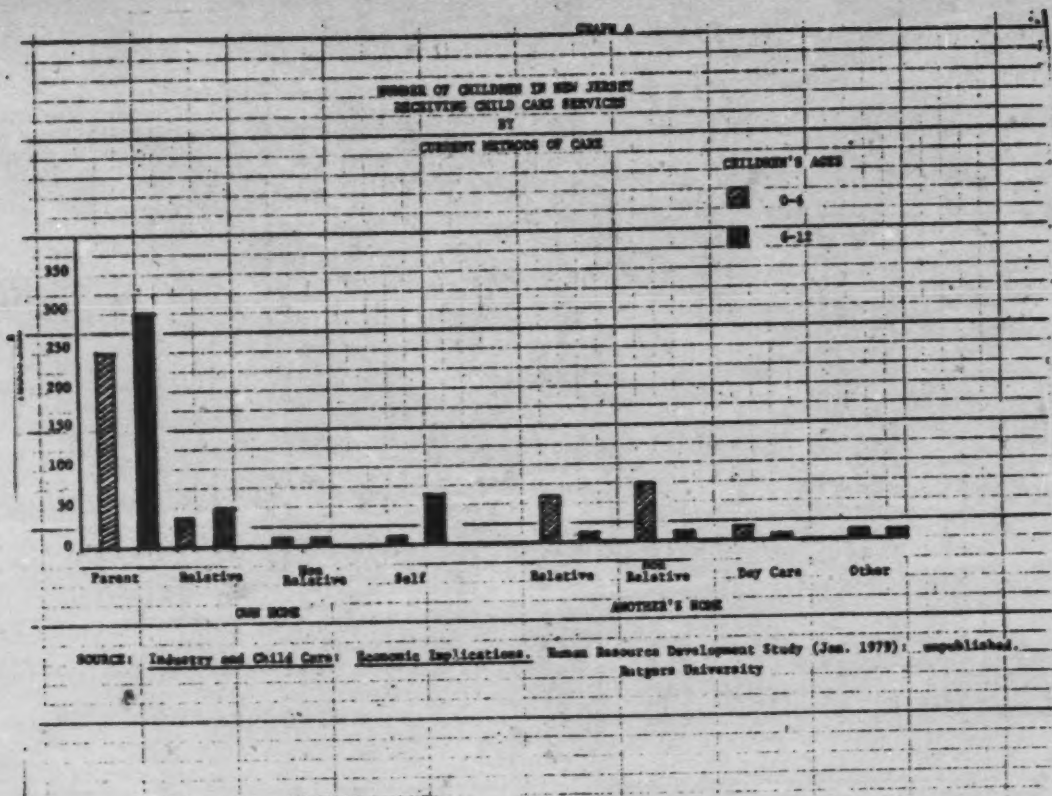
	OWN HOME					ANOTHER'S HOME					Total
	Parent	Relative	Non Relative	Self	Sub Total	Relative	Non Relative	Sub Total	Day Care	Other	
Preschool 0-5	253	34	13	1	303	57	78	135	19	9	466
\$ outlay	0	0	\$20	0	\$20	0	\$78	\$78	\$48	0	\$146
School Age 6-13	310	30	13	45	440	16	18	34	5	10	489
\$ outlay	0	0	10	0	\$10	0	\$9	\$9	\$6	0	\$25
TOTAL 0-13	563	64	30	46	743	73	96	169	24	19	955
\$ outlay					\$30			\$87	\$54		\$171

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¹ in thousands of individuals

² in millions of dollars

SOURCE: Estimates are made by applying population ratios to U.S. BLS figures. National statistics on the care of children of working parents can be found in numerous sources including the Women's Bureau publication: WORKING MOTHERS AND THEIR CHILDREN (1977).



Footnotes

1. Total New Jersey population figures were obtained from population estimates of the New Jersey Department of Labor and Industry, Division of Planning and Research (1978). All figures in this Testimony are for the State of New Jersey.
2. The estimated figures for New Jersey were obtained by applying a ratio of females in the total U.S. labor force to females in the New Jersey labor force to National U.S. Bureau of Labor Statistics figures. For 1977 statistics the ratio was .035, and for 1976 statistics the ratio was .036.
3. Estimates as to the number of discouraged workers in New Jersey are derived from a study done by the Human Resource Development Study, Rutgers University: DISCOURAGED WORKERS: NEW JERSEY. In this study, population ratios were applied to data from the U.S. Department of Labor Statistics.
4. U.S. BLS
5. We can roughly estimate that 21,200 of these children belong to mothers in the labor force. This estimate is derived by applying the labor force participation rate of mothers with children 0-6 to the number of children in these potential slots. i.e. 53,000 x .4.
6. Estimates are made by applying population ratios to U.S. BLS figures. National statistics on the care of children of working parents can be found in numerous sources including the Women's Bureau publication: WORKING MOTHERS AND THEIR CHILDREN (1977).
7. The numbers of children per family is a rough figure based on BLS figures which shows an average of 2.05 children under 6 per husband/wife family and 4.03 children per female headed family. Estimated numbers of children were obtained by multiplying a high of 2.1 per potential employee requiring child care services. It was assumed that New Jersey has a slightly higher average family size than the total U.S. population due to the higher number of minority families and their higher average number of children.
8. This number reflects the 415,000 women who are in the labor force; the 30,000 women who wish to work but who cite "home responsibilities" as the reason they do not; and the additional estimated 10,000 mothers who have become discouraged and ceased looking for work.

Footnotes Continued

9. The cost of preschool care by a non-relative in the home was calculated at \$1.25 an hour. A non-relative caring for a preschool child in "other home" was based on compensation of \$1.00 per hour. For school age children, costs were calculated at \$1.25 an hour by a non-relative in the home and at \$.50 an hour by a non-relative in "other home". These calculations were supported by a study done by the Nevada Child Care Services Division of the Department of Human Resources entitled DOLLARS AND CENTS: EMPLOYER - SUPPORTED CHILD CARE (1976).
10. See Table 2.
11. Full costs include both capital and operating costs. If seed monies were available to the private sector to pay for the capital costs of establishing a child care center, the private sector could better afford to subsidize a larger proportion of the on-going, or operating, costs of a center.
12. Milkovitch, G.T. and Gomez, L.R.: "DAY CARE AND SELECTED EMPLOYEE BEHAVIORS". ACADEMY OF MANAGEMENT J 19 (MR 1976) III-115.

To: Mr. Harrison Williams, Senator

From: Becky Ossent, Coord. SAVVY for Battered Persons - Commissioner
P.O. Box 95 - Cassville
Jackson, New Jersey 08527

Date: April 30, 1979

Re: Funding for Women's Programs

COMMITTEE ON
HUMAN RESOURCES
JUN 11 1979
M 11 26

Dear Sir:

For the past four years I have been involved in numerous projects concerning the many problems which women encounter. Notwithstanding, these include employment, housing, spousal abuse, rape, incest etc.

Consider that they (women) compose 43% of the work force, and a like percentage are at the same time heads of their households. Add an additional element of spousal abuse, of which there is no legitimate remedy with the exception of divorce. Consider also the fact that on an average, support neither equals nor is substantiative enough to support their families; the average length of support being about 2 years, the ultimate alternative being welfare. Additionally, lets look at the CETA for job training; the entry level of income for a CETA position is only about \$6635 and in addition the federal poverty guideline for eligibility is \$6750 for family of three, while the above CETA income is for one. Secondly, housing...the average rental in Ocean County is \$250, requiring a month and one half security plus a minimum deposit to the electric company of \$160, which deposit is fixed by the company and not by law. The reasoning for this is because people who live in an apartment are categorized as transient. The average cost of a house in Ocean County is \$53,000 including the modest request of at least a 20 to 50 percent down payment. Farmer's Home and Federal Housing require at least a 10 percent down payment be it 235, 245 etc. Could a lady on support afford this, I think not. Legal aide not likely, for if a woman leaves especially if she is abused she must first find a place to live in order that she may qualify for welfare and that she may not

be excluded from services since if her husband gives her no money to run the house which is not uncommon in spousal abuse she is relegated to stay thereby denied assistance (legal) because of the equity in the home if owned. This then necessitates a referral usually without prerogative of waiver of legal fees to a private attorney who costs \$75 per consultation and average \$300 retainer. I might also add that although DYFS gives 24 hour service welfare does not. Consequently if there is no shelter in a particular area there is no relief until Monday morning when and if the victim can get to welfare to make an application for emergency assistance. You see welfare does not have an intake worker on call 24 hours. DYFS on the other hand will except the children in this situation for foster care up to age 18 but will not shelter the parent or for example a handicapped child in the family over 18.

So let us put this into perspective, these statements are not relegated just to women but to the American institution of the family. The irony is that this institution includes men, women and children but... the bureaucracy of the system of social services totally undermines the family in its endeavor to remain an institution.

The problems of the family are the problems of the women because divorced, separated, widowed, or working these women raise the children who are the roots of this institution. Those children are the men and women who learn to abuse, drink, wield weapons, and rape each other. Ultimately the responsibility of carrying the burden is on the women, she gets pregnant, she is the one on welfare, she is also responsible for bringing home the bread, providing the day care, primarily raising the children, she is the one in society who is raped and beaten.

In Ocean County last year these women reported this abuse.

- 38% were raped or sexually abused
- 50% were hit while pregnant
- 42% were beaten several times a month
- 61% of them were unemployed
- only 27% graduated high school
- 50% of abusers used alcohol
- 23% used guns (80% of which were NOT registered)

27% of the children were battered physically
 4% incest-this figure only represents last quarter and was not reported.
 39% of the victims were abused as children
 41% of the abusers were battered as children

It is no doubt a vicious circle and much as they try there are more negative aspects to the system than positive aspects. Although feminists ultimately believe that imposing legal restrictions such as imprisonment for battering persons would serve to stop the problem to some degree, I sincerely believe there is no answer. Even the prison systems of the State of New Jersey are inundated in addition there is usually no therapy and rehabilitation to be given to these individuals. Unlike hardened criminals, batterers are persons usually who have 'learned' abusive behavior as a child as proven above and it stands to reason that if you took a lifetime to learn a situation its going to take an equal amount of time to unlearn the individual, least of all not in one or two sessions with a therapist under forced conditions.

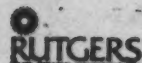
No doubt it would improve the plight of women if conditions were improved for them so that these institutional restrictions could be alleviated so that they could go about raising their children, our future, without these life-long barriers.

I would imagine the ultimate answer to the ultimate question is "Would you like to be a woman"? given the above set of circumstances.

E.C. Connors on letter - Dec. 6.

Submitted,

Becky
 Becky Ossont, Battered Person



Continuing Education for Women
132 George Street
New Brunswick, New Jersey 08902

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1979 APR 23 10 23

April 19, 1979

The Honorable Harrison A. Williams, Jr., Chairman
Committee on Human Resources
U. S. Senate
Washington, D.C. 20510

COMMITTEE ON
HUMAN RESOURCES
1979 APR 30 PM 5:04

Dear Senator Williams:

In reply to your letter of April 2, 1979, I am pleased to enclose a statement with my views and recommendations on some of the problems facing women in general and in New Jersey.

If you have any questions, please do not hesitate to write me or call me at (201) 932-9495 or (201) 783-9648.

Sincerely yours,

Guida West
Guida West, Ph.D.
Coordinator

fb
Enclosure

April, 1979

STATEMENT FOR THE HEARINGS ON
THE COMING DECADE: AMERICAN WOMEN
AND HUMAN RESOURCES POLICIES AND PROGRAMS

U. S. SENATE
COMMITTEE ON HUMAN RESOURCES

My name is Guida West and I am Coordinator of Continuing Education for Women at Rutgers University Division of Continuing Education. I am also a faculty member and political sociologist having taught, researched, and published on the changing status of women in society. My specific area of specialization has been on women in poverty. I wish to address my remarks today to three areas of need for women in New Jersey: 1) education, 2) welfare, and 3) work. Clearly, they are all interactive, but want to single out only one or two points of rising concern in each for the sake of brevity. I also want to suggest some policy recommendations.

Education

The influx of women 25-years and older into higher education on a part-time basis has been documented extensively, especially highlighting the accelerating rate of enrollments. Yet institutions of higher education pay less attention to needs of part-time students than full-time students. In fact, because of budgetary cuts, some are "capping" or limiting part-time enrollment. This will have a significant impact on women. For most women, the major motivation to enter or reenter college is to improve their education in order to widen their occupational and career options. Many are single parents with dependent children, and seek to combine their roles as students, mothers and breadwinners, a situation creating strain and role conflict. Numerous barriers inhibit the achievement of their educational goals. First, there is the lack of financial assistance for the part-time students and for those wishing to take not only credit but also non-credit supportive courses. For example, women changing careers from a traditional to a non-traditional one generally lack the needed skills in math and science. Review courses in such areas, as well as in reading and writing, are greatly needed in order for women to function effectively in college or vocational schools. This need has been brought to our attention repeatedly. There is, however, no financial support available for women to take non-credit courses which would aid them in performing more effectively in higher education and even provide them with the tools to encourage them to move from low-paying traditional female occupations. There are few scholarships available in the public or private sector for part-time students.

The second basic need is child care. While there is a minimum effort being made to provide some public funds for child care in New Jersey, the need is not being adequately met, based on unsystematic reports. We need funds to do research in this area and document the specific needs. Women in New Jersey attending colleges, or other training find that many courses are offered at times when their children are home, in the afternoon and evenings. While daytime part-time credit enrollments are available in some colleges and universities, in others they are not. The goal should be to design mechanisms within higher education which would increase the options available. Child care facilities and subsidies would be one way. The third barrier

- 2 -

that is closely related to this discussion is more flexible admission procedures allowing women's educational performance to be judged after completing a number of credits, rather than based on outdated references and SAT scores.

At another level, there is the need for Title IX of the Equal Educational Act to be monitored and implemented more rigorously at the State level in New Jersey. A survey of Affirmative Action officers in New Jersey in institutions for higher education revealed that only the minimum actions (filling out forms, appointing Title IX officer, etc.) were being taken to eliminate sexism in higher education. Personal contact with the N.J. Department of Higher Education revealed that the State is not charged with the implementation of Title IX. Given the number of cases pending before the N.J. Commission on Civil Rights of alleged discrimination in employment of women in higher education, it is clear that the problem exists and that Title IX is not very effective. In contrast, at the elementary and secondary school levels, New Jersey has passed an Administrative Order called "Title 6" enforcing rigorously the training and actions for elimination of sexism in the public schools. As you know, the Rutgers Division of Continuing Education has received for four consecutive years a federal grant from DHEW to run the Training Institute for Sex Desegregation in the Public Schools, under the distinguished leadership of Rebecca Lubetkin. The struggle to eliminate sexism and racism in all levels of education will take many years and mechanisms must be devised to keep this process ongoing, and evaluated for effectiveness.

Recommendations

- (1) Federal subsidies, grants, loans, scholarships for part-time students for credit and non-credit courses in higher education, especially for women who are heads of families or are displaced homemakers.
- (2) Research to document child care needs in higher education and proposals to meet this need both with child care centers and child-care vouchers.
- (3) Federal pressure on states to strengthen their monitoring and implementation of Title IX at the State level. Continuation of Training Institutes for the public schools and expansion of these Institutes at the higher education level to accelerate and promote the implementation of Title IX.

Welfare

Welfare is today recognized as a "women's issue." The vast majority of the poor are women and their children, with an accelerating growth of female-headed households throughout the country. Some of these women are seeking to escape the "welfare trap" by returning to school at the high school and college levels for training to move into non-traditional fields. There is ample evidence that women have historically been confined to a very limited number of occupations and all of them among the lowest paying ones. College education is opening up new arenas for many with support from the Basic Opportunity Grants. The existing welfare training programs

- 3 -

continue to restrict women's options by discouraging them and at times punishing them for seeking higher education. The federal programs WIN I, II, and III (enacted in 1967 through 1974) have consistently emphasized placement rather than training, according to reports of the U.S. Commission on Civil Rights. (See their publication Women in Poverty (1974)). Welfare authorities and "gatekeepers" of the system have told women seeking to become economically independent through added education and training that they should seek a different route: "find a man to marry and support you." This is not a solution today in a world which has need of every citizen's talents to solve the myriad of its problems. Nor is it just to continue to consign women to low-paying jobs and dependence on spouses. Our society emphasizes achievement and independence and these values must be promoted and translated into public policy for women also.

Recommendations:

A "G.I. Bill of Rights for Education Training" as a reward for those who contribute or have contributed their time, energy and talents to raising children in our society, and have suffered, as a consequence, by not having been able to develop their talents to the best of their abilities. Gilbert Steiner (1971) and others have documented that the original "G.I. Bill of Rights" for veterans of foreign wars has resulted in large tax revenues for the federal government. Once their education has been completed, they have become producers and taxpayers and the cost of the G.I. Bill has been paid for more than three times over. With women (or men) spending, at most, 13 years of a 73-year life cycle as childrearsers for society, there would be ample number of years for training and employment which would more than refill the U.S. Treasury's coffers. Children must be adequately cared for by adults in our society in order to produce useful citizens. Women must be provided with equal opportunity to develop their skills and market their individual talents for the good of society and in terms of enlightened self interest. While women will always be child-bearers, they should be given the option of careers, with child-rearing, being just one among many. In any choice, there should be adequate remuneration and benefits and social security provisions. Carolyn Shaw Bell, economist at Wellesley College, a few years ago proposed a plan to equalize the costs and benefits of childrearing, given the assumption that childcare is a societal responsibility, not just a familial decision. The model for the "G.I. Bill of Rights for Education/Training" for childrearsers in American society might be that of the original G.I. Bill enacted after World War II.

Work/Jobs

CETA has, like welfare, been a system that has discriminated against women in its training and employment practices at all levels: among selection of trainees, personnel for programs, administrators and evaluators. This in part reflects the traditional gender role orientation in American society which places greater importance in male training and employment given his assumed role as the breadwinner in the family. The reality is that women today are primary or co-equal breadwinners in over 3/4 of the families in the country. Yet they are discriminated in employment and training, clearly

- 4 -

evidenced and documented in CETA programs by observers and researchers. Women are shunted into traditional low-paying jobs rather than monies spent on providing them with additional education and training to help move them out of poverty. They consist the most rapidly rising group which is slipping into poverty. Their major problem today is economic.

Secondly, the policy to limit CETA jobs to one adult in the family also discriminates against women. Proposals for welfare reform, which will be incorporated into the CETA programs, state that only the "principal earner" in the family will be eligible for CETA jobs and training. It defines the "principal earner" as the one with the longest job history and highest wages. Ample statistics indicate that women have been the lowest paid and intermittent workers in the labor force due to their double responsibilities as childrears and breadwinners. Latest data also indicate that the income gap between men and women is widening, not decreasing. Furthermore, most families today are becoming "two-wage earners" in order to cope with inflationary trends. It seems highly unjust to limit the labor force participation of families with the greatest need, and to discriminate against women in the training and job placement.

Recommendations:

Eliminate the "principal earner" concept in any bills within the CETA programs. Provide more monies for training for non-traditional jobs for women. Monitor and sanction negatively CETA programs which are not training, placing, or employing women at all levels.

April 16, 1979
Rutgers University
Continuing Education for Women



RUTGERS THE STATE UNIVERSITY

IN 10 25

NEWARK, NEW JERSEY 07102

April 10, 1979

Senator Harrison Williams
Committee on Human Resources
U.S. Senate
Washington, D.C. 20510

Dear Senator Williams,

Enclosed is a brief statement which I have prepared in response to your letter of April 3, regarding prospects and problems facing women in the next decade.

I thank you for soliciting my opinions.

Sincerely,

Judith S. Weis

Judith S. Weis, Ph.D.
Zoology/ Women's Studies

COMMITTEE ON
HUMAN RESOURCES
U.S. SENATE
WASHINGTON, D.C. 20510

Statement of Dr. Judith S. Weis, Professor of Zoology and Acting Director of Women's Studies, Rutgers University, Newark, N.J. re American Women and Human Resources Policies and Programs :

As more and more women enter the work force it is important that all barriers to employment equity be removed. At the same time, we are in a period of erosion of affirmative action policies (Bakke, Weber, etc.) and financial recession, with the last hired being the first fired. Those fired are often the minorities and women brought in most recently. Although there is an Equal Pay Act and Title VII of the Civil Rights Act, women's wages are still less than 60% of men's, and most women are concentrated in low paying, traditional women's jobs. Efforts must be made to expand the concept of "equal work" to "equivalent work" and to train women for non-traditional jobs. At the same time equalized social security and pension benefits must be (and are being) worked for. Ratification of the Equal Rights Amendment would be an additional reinforcement for employment equity. The unconditional veteran's preference which exists in many states acts as a barrier to women, who are not as likely to be veterans, and who must meet stiffer entrance requirements than men to serve in the armed forces. In order to make payed employment more accessible to women with families, we must work toward alternate working hours, expansion of part-time employment, and great expansion of child care services. At present, since child care is still considered the mother's responsibility and our society has not yet acknowledged its responsibilities in this area, a mother must depend on luck to find a caring and responsible person to watch her children. Most child care centers are serving only the lowest economic groups and are nowhere near adequate for their needs, not to mention the myriads of middle class families who are in need of child care. Both the government and the private sector must make strides to provide quality

child care services to working families. Companies should provide maternity leaves as temporary disability to women giving birth, and should provide the option of child rearing leave to both women and men employees with young infants.

I have previously mentioned the training of women for non-traditional jobs. This, of course, relates to education and the Vocational Education Amendments. This is an important step, but much more work must be done before vocational schools can truly provide equal opportunities for men and women, since attitudes of administrators and teachers are very important in encouraging people to enter non-traditional areas. Also in the area of education is Title IX, which has already had a big effect on our school systems, but more change is needed before they provide real equity (particularly in athletics) to our students.

In the area of health, aspects of reproduction are of prime importance to women. One cannot feel in control of one's life if one is not in control of one's reproduction. For this reason, much effort and resources must be devoted to contraceptive research to provide thoroughly safe and effective means of birth control. Since all available contraceptives have failure rates and sex education for young people is often inadequate, abortion must remain a legal, available back-up measure for women faced with unwanted pregnancies. This option must be accessible to women of all economic brackets and ages, and should not require anyone else's consent. Attempts to whittle away abortion rights in recent years are very distressing; forcing motherhood on women with unwanted pregnancies (as the Hyde Amendment and Akron-type ordinances attempt to do) can be disastrous. Freedom of choice regarding both abortion and sterilization is vital for women to control their lives.

Other aspects of women's lives which can be effected by legislation are in the area of abuse, which covers rape (in which laws are being reformed in many areas), incest (which has not been discussed much), domestic violence (which has received some attention),

and sexual harassment (which has only recently received some attention). Much more needs to be done in all these areas.

Laws on marriage and divorce have a major impact on women's lives when it comes to such issues as domicile, the ability to keep one's maiden name, credit-worthiness, common-law vs community property, and alimony. All these laws should be reviewed to ascertain whether they provide fair and equal treatment to both individuals in a marriage.

I have just given a very brief overview of my major areas of concern regarding women in the next decade. These areas were discussed at greater length at the meeting with Ms. Janice Zarro at the Rutgers- Newark campus.

Village Road
Green Village, N.J. 07935
April 14, 1979

Senator Harrison A. Williams, Jr.
United States Senate
Committee on Human Resources
Washington, D.C. 20510

Dear Senator Williams:

In response to your letter of April 4, 1979 I submit, for your consideration, a statement presenting my views and assessments "of the problems, conditions and trends affecting women, along with their implications for Federal legislation and programs."

Although an increasing number of women in the U.S.A. continue to contribute to and benefit from the economy, are gaining in social mobility, are seen as part of a trend toward becoming equals in the private and the public sectors, enter into decision making in various aspects of the community, there is still a great gap between those who are personally and culturally free to do the above and those who are not; between women who actually put forth time and energy and those who are only potentially able to function creatively in the social and political world; between women who, through successful socialization, have learned to be public participants and those whose education and upbringing prevent them from getting beyond their restricted and traditional modes of operation.

New Jersey women reflect this nationwide split as seriously, if not more seriously than women in other states. In addition,

New Jersey offers a difficult environment, wherein promoting a better quality of life is, conventionally, the special task of women, a task that remains the greatest burden for all of us today.

How can women nationwide and in the state of New Jersey, in particular, cope more effectively with the many problems which a difficult environment, and its unique burden for women, and the other inequities mentioned create for them?

Despite the raising of social and political consciousness of and about women in recent years, women face problems which cannot be resolved through feminist organizations alone. There is a greater need now than ever before for federal and state support: for economic aid and political recognition of an overall womens' constituency. Women cannot move out of their deficiencies unless there is total government response-- at the national, state, and local levels.

On the other hand, women who are not self-sufficient or adequately employed, whose lives are more sensitized to the ups and downs of federal budget cuts are in danger of becoming one of the most dependent populations in the nation. How to steer a course between welfare subservience and indifference to the plight of womens' special problems and needs is what I would urge in programs that are geared to helping women. What are now considered welfare necessities (i.e. medicaid and food stamps) are in fact priority necessities for women whose economic situations are below normal. Hence these should not be eliminated. Rather, they should be built into a more complete survival package of legislation for women, one that can eventually insure independence from a welfare system.

-3-

Finding a ground for womens' problems to be dealt with more substantially than either welfare or indifference permit requires more imaginative pursuit of solutions in those areas of concern that plague women more persistently than any other.

I would like to comment on five major fronts that I consider focal points for national legislation: jobs, health, housing, culture and education, and minority status.

Jobs. An increased CETA budget that will allow such a program to move beyond its present prescriptions. Job training for women cannot be merely a token affair. It should have a genuine purpose of advancing the skills of women and of finding ways to open doors to public service and public expression. Unless women discover the public domain, all of their job training will dissipate. Job training must have a philosophy that urges women to be full participants in the public sector.

Moreover, discrimination in employment--whether last hired/first fired, veteran preference, or salary distinction should be illegal. Comprehensive legislation for day-care centers is long overdue.

Health. Governments should take a positive interest and positive steps to air more fully the subject of reproductive rights. It should encourage in its allocations more resources for family planning, research, the well-being of the pregnant woman, adolescent pregnancy services. And welfare coverage in food and medicaid must keep up with inflation.

Adequate assistance for training programs in the medical profession is imperative.

Housing. Women who are single--by choice or by necessity--

-4-

should be able to live without fear of community intolerance or male violence. I would be in favor of federal funds for safe housing as well as for housing projects for women who are too poor to find a secure life-style by their own efforts. The government should take a stronger stand on rape and recognize and promote the rights of women to live without fear in a humane environment.

Culture and education. More grants should be made available to women in order to pursue and complete career or goal requirements in educational or creative endeavors. Moreover, the use of existing state properties--such as Liberty State Park--should allow for greater participation between women and the community. Also, subsidies for womens' study programs at the secondary or university levels would help women advance their knowledge of themselves.

Minority women. The encouragement of task forces to deal with the special problems on all the above fronts is a first step.

In view of the historical habit of omitting women from the advantages gained by full access to the public domain, the above suggestions may seem modest. Moreover, they are quite broadly conceived and require a great deal of spelling out. But until then, I hope that they provide some idea of what your invitation to think about womens' problems, conditions and trends in the U.S.A. has stimulated.

Thank you very much for asking me to present my "views and assessments." I hope they are helpful.

Sincerely yours,

Ruby Riener
Ruby Riener



COUNTY OF OCEAN

ADVISORY COMMISSION ON THE STATUS OF WOMEN

TESTIMONY

BY

THE OCEAN COUNTY
ADVISORY COMMISSION
ON THE
STATUS OF WOMEN

SUBMITTED
TO THE

U.S. SENATE
COMMITTEE ON LABOR AND HUMAN RESOURCES

THE COMING DECADE: AMERICAN WOMEN AND HUMAN RESOURCES POLICIES AND PROGRAMS

MAY 15, 1979
TOMS RIVER, NEW JERSEY



COUNTY OF OCEAN

ADVISORY COMMISSION ON THE STATUS OF WOMEN

May 17, 1979

The Honorable Harrison A. Williams, Jr.
Chairman
U.S. Senate
Committee on Human Resources
Washington, D.C. 20516

Dear Senator Williams:

As Freeholder Liaison to the Ocean County Advisory Commission on the Status of Women, I would like to thank you and the members of the Senate Committee on Labor and Human Resources for providing this opportunity to present our assessments of the problems, trends and conditions affecting women today.

The Women's Commission was created by resolution of the Ocean County Board of Chosen Freeholders in October, 1977 to perform such assessments, as well as to suggest alternative solutions, and develop and evaluate methods of utilizing women's capabilities and filling women's needs on a county level.

The culmination of the Commission's first year's efforts has been forwarded to you in the form of the Annual Report, 1978. The testimony submitted today encompasses many of the issues addressed in the Report, but with a view towards examining their implications for federal legislation and programs.

We look forward to receiving and reviewing the sourcebook to be published in connection with the "Hearings on Women's Issues for the Coming Decade". We trust you will keep us informed of subsequent action taken by your committee to remedy the inadequacies brought to light by the testimony submitted herewith.

Best wishes for continued progress in these areas.

Sincerely,

Hazel S. Gluck
HAZEL S. GLUCK
Freeholder

HSG/mc

Encl.



COUNTY OF OCEAN

ADVISORY COMMISSION ON THE STATUS OF WOMEN

May 15, 1979

The Honorable Harrison A. Williams, Jr.
Chairman
United States Senate
Committee on Human Resources
Washington, D.C. 20510

Dear Senator Williams:

The Ocean County Advisory Commission on the Status of Women, as an agency representing the concerns of women in our area, would like to present the enclosed testimony to the Committee on Human Resources.

This testimony represents the views of the various Commissioners as to the problems facing women as we enter the 1980s. There are many changes taking place in our society, almost all of them affecting women and their families. It is the hope of those of us who are concerned with these changes that federal legislation and programs will be developed to meet the needs, help solve the problems, and alter the course of many of the trends.

Please be assured of our continued interest in these matters and our desire to work towards the resolution of these issues.

Respectfully submitted,

OCEAN COUNTY ADVISORY COMMISSION
ON THE STATUS OF WOMEN

Barbara Grossman
Barbara Grossman
Chairperson

BG/mc

Encl.

OCEAN COUNTY ADVISORY COMMISSION ON THESTATUS OF WOMEN

Ocean County, New Jersey

Hazel S. Gluck, Freeholder Liaison

Barbara Grossman, Chairperson

Madora Jane Doherty, Vice-Chairperson

Rita Brogan
BricktownBarbara Kelly
BricktownMarie Chapman
Pine BeachFrank Louis
Toms RiverJacqueline Charlton
ManahawkinBecky Ossont
Toms RiverIlene Cummings
Island HeightsLanette Rozier
LakewoodWilma Espallat
LakewoodGail M. Saxer
Pine BeachRosemary Janvier
Toms RiverBarbara Steele
Toms RiverTodd Keller
Point Pleasant BeachNancy Zachem
Toms River

AFFIRMATIVE ACTION COMMITTEE TESTIMONY

The Affirmative Action Committee of the Ocean County Advisory Commission on the Status of Women has examined the Affirmative Action Plans of Ocean County's 28 school districts to insure that Titles IX and 6 are being implemented. Our research shows that the full burden of implementation rests on the districts themselves, and in particular, on the shoulders of the predominately male administrators designated as Affirmative Action Officers.

We do not feel that the concept of self-monitoring is a sufficient mechanism to render certain that affirmative action progress is being effectively encouraged and evaluated, especially considering the many and varied responsibilities already allotted to people in such positions.

The Committee fully supports Title IX, but feels that to date, the Department of Health, Education and Welfare's record of enforcement of this law has been woefully inadequate. HEW has failed to collect all assurance forms, has been reluctant to apply administrative sanctions against institutions refusing to comply, and has taken far too much time to complete unresolved complaints as well as unresolved investigated cases that are ready for final action.

The Affirmative Action Committee therefore asks that the Senate Labor and Human Resources Committee strongly advocate that Secretary Califano and the federal government fulfill this mandate to erase sex discrimination in education by carrying out all of their responsibilities under the Title IX law, and that such enforcement be publicized nationwide.

We also urge that the Committee oppose S-519, the Helms "Academic Freedom Act", which we feel opens the door for the most blatant forms of discrimination against women, minorities and the handicapped in

Higher education. We concur with the analysis by the National Coalition for Women and Girls in Education that:

- 1) The bill would make it impossible for federal aid officials in any agency to make even the smallest request for information or requirement of a university without going through so much paperwork and red tape that the entire aid process could come to a standstill.
- 2) The bill would prevent HEW and other federal agencies from ordering the elimination of blatantly segregated education programs.
- 3) The bill would make it impossible for the government to order an end to higher admission standards restricting graduate school opportunities for women.
- 4) It would totally exempt an unknown number of colleges and universities from all equal employment opportunity laws and orders covering federally-aided institutions.
- 5) It completely removes federal student financial aid programs from the protection of civil rights laws.
- 6) The bill would exempt college athletics programs from Title IX.
- 7) The bill restricts federal aid cut-off authority to the "specific program or activity" where discrimination has been proven.
- 8) It allows an institution which refuses to stop discriminating to continue to collect federal money until the last appeal is exhausted. This can take years.

We are concerned that blatantly discriminatory practices still exist in women's athletics. We feel that compliance is possible without damaging existing men's athletic programs, and that Title IX has had a positive impact on the sports opportunities for girls and women, and must not be weakened.

We do not understand why virtually all investigations of athletic matters covered by Title IX on the elementary and secondary school level have been brought to a halt pending completion of what was presented as intercollegiate athletic policy, especially considering the vast difference between the population served at these different levels of education. We therefore ask that the Committee:

- 1) Urge Secretary Califano to release the final Title IX athletic policy interpretations immediately without submitting them to unnecessary and potentially debilitating congressional review.
- 2) Urge members of Congress to oppose all amendments to Title IX, including any which would exempt athletics or revenue-producing sports from full Title IX coverage.

- 3) Urge members of Congress to oppose riders on the HEW Appropriations bills which would inhibit HEW's ability to enforce Title IX in the area of athletics.

Lastly, our Committee feels that the guidelines set up by the EEOC, the federal agency that enforces Title VII, are vague to the point of encouraging non-compliance. Though some progress has been made in reducing its 200,000 case backlog, it will be a long time before teacher employment discrimination complaints are even investigated.

The Affirmative Action Committee hopes that the Senate Labor and Human Resources Committee seriously reviews the information submitted herewith, and takes the necessary steps to initiate the proper remedies.

CHILDREN'S RIGHTS AND RESPONSIBILITIES COMMITTEE TESTIMONY

The Children's Rights and Responsibilities Committee of the Ocean County Advisory Commission on the Status of Women is concerned with the quality of education provided for children in state and federal correctional institutions. The Committee feels that any bill providing educational programs for juveniles in institutions should not use age as a criteria for discontinuing help, especially in reading. If a delinquent is 17 years old but reading on the third grade level, then specialized help should be available to that youngster. This concept is strongly endorsed by the Thorough and Efficient Education Act.

We therefore recommend to the Senate Labor and Human Resources Committee that remedial reading instruction be provided where needed for all institutionalized juveniles regardless of age.

Committee research has shown that one of the causes of child abuse is the ill-preparedness on the part of parents in dealing with the responsibilities which are inherent in child caring. Low income and lack of escape from stress often cause anger and frustration, resulting in physical and psychological abuse.

The Committee therefore suggests that parenting and home-making courses be made available to social service recipients in need of such programs. We also urge that such courses be made mandatory in child abuse and neglect cases.

The problem of child abuse affects the entire family, and is therefore a problem of society. Society must accept its responsibility not only to provide immediate relief through crisis intervention, but to provide preventative measures and programs to alleviate the causes of child abuse in our society.

DAY CARE COMMITTEE TESTIMONY

The Day Care Committee of the Ocean County Advisory Commission on the Status of Women spent one year researching the immediate and future need for day care for children and the elderly. To accomplish this goal, a questionnaire was developed and distributed. The results were documented in detail in the Annual Report, 1978, which has been forwarded to Senator Williams.

DAY CARE FOR CHILDREN

The results of research indicate that approximately 10% of families with children under age six use day care and 32% of the respondents would utilize such services if they are available. While private centers serve 2,250 children, or 85.1% of the total number of children in day care, and have a waiting list of 73, or 3.2% of the available slots, the publicly funded centers serve 394 children, or 14.9% of the total number of children in day care, and have a waiting list of 170, or 43% of the available slots. Thereby, the number indicating they would utilize facilities if available is substantiated by the high waiting list figure for publicly funded day care which presently serves less than 15% of the children enrolled in pre-school care. More than half of those expressing a need for day care would require transportation.

Our research indicates not only a pressing need for day care centers, but also for the development of alternative, innovative day care concepts, especially family day care. In addition, the annual income of many families prohibit their eligibility for publicly funded day care; nevertheless, in many cases their income is too low to absorb the cost of private day care. The needs of these people, who fall between the cracks, must be addressed. The development of family day care, in conjunction with the establishment of an information and referral service to bring the provider and the consumer together, seems to answer many needs.

We feel that the Child Care Act of 1979, S-4, recently introduced by Senator Alan Cranston, addresses many of the problems uncovered through our research. However, the bill does not address the problem of appropriations.....inasmuch as the bill cannot be implemented without appropriate funding, we advocate that your committee incorporate the financial mechanism necessary to make this bill complete. We, therefore, support the concept of this bill - amended with appropriate funding - and we urge the members of the Senate Labor and Human Resources Committee to take aggressive action to ensure that this measure becomes a reality.

In addition, our studies have indicated that the Head Start Program, mandated under Title V of the Economic Opportunity Act of 1964, is serving the needs of its clientele. Eligibility for the program is determined by income and is based on current poverty guidelines. We feel these guidelines do not reflect the double-digit inflation which has caused economic hardship for many families and has forced many women back into the workforce. Today there are 6.8 million children between the ages of 6 and 17 with working mothers. The number of women in two-parent households returning to the workforce has risen along with the rate of inflation. Therefore, we feel that the income level of client eligibility should be increased to reflect the economic realities of 1979.

In light of the facts submitted, the Ocean County Advisory Commission on the Status of Women strongly recommends that these urgent day care needs be addressed in 1979 -- the Year of the Child.

DAY CARE FOR THE ELDERLY

Nine nutrition sites, three senior activity centers and one medical day care facility were surveyed. Eight hundred-twenty-five

seniors were being served meals on a daily average, 433 seniors were attending activity centers daily, and thirty were being cared for in the medical center in 1978. Thirty-one percent of the seniors responding to the survey were not aware of available senior activity centers, which suggests that greater emphasis might be placed on publicizing the availability of existing services. Twenty-nine percent of the respondents would make use of a center if it were available, indicating a need for additional facilities.

The disproportionate increase in the percentage of senior citizens in Ocean County's increasing population, (three-fourths of whom do not live in retirement communities), the constantly soaring rate of inflation, and the break-up of the extended family are all factors which must be taken into consideration when assessing the need for day care for the elderly.

At the outset, the Committee recognizes that the social service agencies are well aware of the need for additional facilities and are constantly seeking ways to expand their services. The Committee therefore urges strong support for the development of a volunteer corps to assist these agencies. It should also be noted that not every segment of the population can be dealt with because of eligibility guidelines.

Ocean County has been designated as underfunded by the Department of Human Services. Due to the large number of pressing social service needs, a greater allocation of Title XX funds would offer substantial relief.

The vehicle for the realization of the need for increased senior related services exists in the active nutrition sites. There, buildings, personnel, and skeletal programs are already in existence and mainly require expansion to meet the additional needs. Transportation is also a major consideration and a problem that will have to be addressed.

The Day Care For the Elderly Committee therefore recommends that the Senate Labor and Human Resources Committee takes these factors into consideration when allocating funds for social services under the enabling legislation, (Titles XX and III).

HEALTH COMMITTEE TESTIMONY

The Health Committee of the Ocean County Advisory Commission on the Status of Women is concerned with changes being considered that relate to the federal food stamp program. Because of the high divorce rate in our country, large numbers of women with dependent children are being forced into the labor market, often without the skills and experience necessary to earn more than a minimum wage. Another fact to be considered is that a large number of recipients on the welfare rolls are women with children. We are all aware that the current rate of inflation has seriously eroded the purchasing power of the American consumer, regardless of whether that person happens to be receiving public assistance, or is a member of the working poor.

The food stamp program has, up to the present time, enabled the last two categories of people to keep their nutritional levels up to at least minimum health standards. However, Agricultural Department Officials have warned Congress that if it fails to lift a spending ceiling of \$6.2 billion to allow the food stamp program to keep up with steadily rising prices, benefits will either have to be reduced until the new fiscal year starts on October 1, or cancelled entirely by the end of September.

According to an Associated Press newspaper article, state administrators have been told to prepare for an order that would cut benefits by one-third for three months, by one-half for two months or altogether for one month.

The Health Committee is alarmed and concerned with the effects such benefit cuts will have on the 19.3 million persons receiving food stamps. We therefore urge that the Senate Labor and Human Resource Committee take action to insure that the spending ceiling for the food stamp program be lifted. In this country of great wealth and abundance of food, which we so readily and generously give to others in need, our own government must not be allowed to close its eyes to the hunger of its own poor.

The nutritional needs of growing children is a documented fact, recognized by the federal government through its institution of programs such as those providing hot lunch and free milk to our nation's school systems. The provision of nutritional food is as important a factor as the provision of adequate education and skills, if there is to be any hope for these children to elevate themselves out of the conditions of poverty.

The Health Committee urges that the Senate Labor and Human Resources Committee advocate an increase in the amount of appropriations necessary to safeguard the food stamp program so that it can continue to encompass the needs of all recipients. The famous photograph of the children of the country of Biafra is still vivid in the minds of many of our citizens. Let us not change the faces in that photograph to American ones.

Another issue concerning the Health Committee is the effect of alcohol on the unborn infant. We are aware of studies instituted by Secretary Califano regarding the effects of smoking and alcohol consumption by the American public. The smoking problem may be highly visible, but for the most part, effects only the health of the person who smokes, whereas the excessive consumption of alcohol not only causes body damage to the drinker, but also can encourage child abuse, spousal abuse, and can place severe emotional stress on the entire family. Heavy drinking has been known to augment employment problems through lack of productivity and high absenteeism on the part of the alcoholic, and can endanger the lives of unsuspecting pedestrians and motorists involved in accidents with the drunken driver.

As the nation's #3 health problem, alcoholism is a disease and should be treated as such, just like cancer and heart disease. Though the results we have obtained thus far from the Department of Health, Education and Welfare are not conclusive enough at this time to warrant the placing of warning labels concerning the possible effects of alcohol on pregnant women, we support Secretary Califano's efforts, and we urge that the Senate Labor and Human Resources Committee encourage and support further studies so the positive proof can be obtained and action initiated in the near future. We also request that monies be made available for rehabilitation centers, research, and the development of preventative measures so that this problem can be addressed and attacked on all levels of government.

Testimony Submitted By Charlotte Simsen
to the
Senate Labor and Human Resources Committee
for
Hearings on the High Cost of Medical Services
and the
Economic Impact on All People
October 27, 1978

My name is Charlotte Simsen. I have been head of my household for twelve years, am the mother of seven children, and consider myself very much a consumer of medical services. However, I am presently working for the Ocean County Advisory Commission on the Status of Women, and am here as their representative. Our Commission has been concerned about the needs which have mushroomed as steadily as the growth of this county. It has been my job to coordinate the efforts of our research staff in surveying county residents on the unmet needs in the areas of health, day care, care for the elderly, and employment for women. Our team of researchers has travelled throughout the county in an effort to reach as many residents as possible. We have sent our surveys through some of the school systems, the senior outreach groups, the Observer Booth at the Mall, the College Student Center, the County Fair, and many local businesses, county agencies, churches and organizations. Most of the residents we reached were eager to respond to our three-page questionnaire. In fact, the space left at the bottom of the past page for voluntary comments has afforded us with a wealth of information, indicative of the urgency of their need to respond, in many instances, with a dramatic plea for help! I have based my words to you, not on the statistics which will be culled from our surveys, once the data is all gathered and computerized, but on these handwritten words which represent hundreds of our residents of every age and economic class.

Allow me now to recount, verbatim, what the citizens of Ocean County are saying:

- _"I waited six months for a hospital bed, then had to spend 30 extra days in the hospital due to the complications that resulted."
- _"It is very unfair when a person on medicaid needs a physician or dentist and will not be accepted as a patient."
- _"Why doesn't this state have free health clinics like other states? Unless you are on welfare, it is very difficult to be able to afford the shots required for my children to go to school."
- _"I'm not looking for free service, but medical costs in Lakeland are outrageous! A low-cost clinic would be a blessing."
- _"We are in desperate need of effective, efficient emergency room service."
- _"The majority of Ocean County physicians discriminate against the poor by not accepting medicaid."
- _"A health unit should be made available to the elderly who cannot take care of themselves, but who are not sick enough to take up a hospital bed."
- _"If the schools require complete immunization, there should be a free clinic."
- _"We need an area in the hospitals for terminally ill patients."
- _"I went to the Mental Health Clinic because I really needed help...I was told to come back in two months."
- _"My children and I have not had a physical or dental treatment in five years because I cannot afford it."
- _"My family lives in Southern Ocean County. We need more maternity and pediatric care here."
- _"Doctor fees are way out of line...one can barely pay for emergency room care, let alone follow-up and preventative care."
- _"There is a critical need for a burn center in this area."
- _"If I needed an abortion, I would have to go out of the county."
- _"What happened to the old fashioned family doctor who always took your temperature and gave you a good physical examination whenever he saw you..."

- "There should be a maternity clinic based on a schedule of rates according to income. I think the high cost of pregnancy care can help cause the breakup of the home. Then the state has to take care of the woman and child. "
- "I have a 45-minute trip to the hospital when I go into labor."
- "Chiropractic is the only thing that helped me...why isn't it covered by my hospitalization?"
- "...A person could be dying...no one cares..."
- "My daughter has been ill since she was 6½. Now that she is 19, Blue Cross will no longer cover her. She is dying of cancer."
- "People in the \$10-20,000 income bracket are not eligible for help, but cannot afford the high cost of health insurance."
- "I would like to see equal health care for all citizens."
- "Why don't we have paramedics in the area to help the overworked doctors?"
- "It cost me \$150.00 to bring myself and my four children for a dental checkup, and that was just a checkup without any further care."
- "We need more women's clinics for family planning, prenatal care, abortion, homes for unwed mothers."
- "Infant Intensive Care units needed."
- "We need chemotherapy and kidney dialysis centers so we don't have to go out of the county or to New York or Philadelphia."
- "More doctors and nurses are needed...more hospitals...more clinics..."

And on and on the list goes. These are the voices of our friends, our neighbors, mothers, fathers, grandparents...young and old alike voicing their need for more facilities, more free clinics, more professional help; and all of them straining and struggling with the high cost of medical care.

Our present health insurance system does much to discourage preventive medicine, while encouraging crisis medical coverage. Low to middle income

families who think they do not qualify for free medical care, get no care at all because of our lack of outpatient services and clinics. Many are not aware of who is eligible. Those who qualify for medicaid cannot find a physician to accept them and technically they are not eligible for clinics because they qualify for private medical care paid by medicaid.

Emergency Room visits are too frequent here because there is no alternative when doctors are not available on nights and weekends.

Senator Williams, we need to change the medicare laws that encourage hospitalization of people because they cannot otherwise afford to pay for lab tests, doctors fees and drugs. Medicare should pay for home health costs to avoid unnecessary overcrowding of our hospitals. Outpatient facilities with fixed fees should be established so that EVERYONE CAN AFFORD THE COST OF KEEPING WELL. If physicians are not available, clinics in rural areas should be manned by other health professionals such as nurses, LPN's and paramedics and health education and preventative medicine taught. There ARE alternatives for us here and everyone in the country who is deprived of proper medical care because he cannot afford it.

Our government spends billions annually for defense to prevent surprise attack. How much does it spend to prevent illness or promote optimum health? The survey project being done by the Ocean County Advisory Commission on the Status of Women has not yet been completed. But we feel that within these comments the cry for help is obvious and emphatic!

MENTAL HEALTH COMMITTEE TESTIMONY

Ms. Maggie Scarf, a science writer who specializes in psychiatry and psychology, is currently studying depression in women over various stages of the life cycle. According to an article by Ms. Scarf in the April, 1979 issue of Psychology Today, two to six times as many women as men are diagnosed as suffering from depression.

This estimate may be the result of several factors: the eagerness of doctors to more readily label women as depressed; the encouragement of women by society to depend on people outside themselves for emotional stability; and, when this fails, the encouragement of women to more actively seek help in dealing with the resulting depressive states.

Whatever the causes, this fact remains: the high incidence of depression in the female population is a public health problem which needs to be addressed on a federal level.

As Ms. Scarf states in her article:

"To be depressed is to be in a state of emotional paralysis, to dare nothing, to try nothing, to freeze. The painfulness of it, that noxious state of helplessness and inferiority, is real - as real as any form of physical pain... "Feeling bad", then, has plenty of consequences. The person suffering from depression is, at best, either pedaling-in-place in life, or losing valuable ground."

The Mental Health Clinic and the Northern Ocean Counseling Service are the two public mental health facilities available to serve Ocean County's estimated 330,142 residents.* The following statistics show the number of people waiting to be served by the clinics during September - December, 1978:

Northern Ocean Counseling Service
Waiting Time

2 Weeks	19
1 Month	46
3 Months	39
6 Months	3

*Estimated by the Ocean County Planning Board and from N.J. Dept. of Labor & Industry for 1977 and municipal building permit information for 1978.

Mental Health Clinic of Ocean County
Waiting Time

2 Weeks	66
1 Month	25
3 Months	70
6 Months	19
9 Months	3

Consequently, a substantial number of the people needing but not receiving help may be depressed women. The Mental Health Committee therefore recommends that additional federal funding be provided: 1) to alleviate the manpower shortage of psychiatric personnel in this county through incentives in the form of subsidies to encourage the needed personnel to this area; 2) to deal specifically with the problem of women and depression.

Another area of concern is the boarding home situation in Ocean County. The boarding home, when used primarily as a residence for former psychiatric patients, constitutes a large problem not only for the ex-mental patient, but also for the community as a whole.

Basically, there are two types of such homes: 1) the unlicensed boarding home, and 2) the licensed sheltered care facility. The latter, which is licensed by the state, is more closely monitored and able to provide such quasi-mental health services as transportation and distribution of medications.

This problem, which the Mental Health Committee feels is of national, scandalous proportions, was underscored last June when the N.J. State Committee of Investigations spent five days investigating many of the complaints against unlicensed boarding homes. Currently, there is a joint effort on the part of the N.J. Department of Health, Department of Human Services and Department of Community Affairs to begin to address the generic problem of quality control in these congregate living situations.

Boarding homes, when used for the aftercare of psychiatric patients, often are not staffed properly to deal with the unique needs of these

individuals. This simply underscores the gross lack of viable alternatives for people coming out of psychiatric hospitals and state institutions.

The Mental Health Committee feels there is a lack of commitment on the part of the State Legislators to even begin to deal adequately with this problem, which has become severe since the late 1960s and the early 1970s with the advent of so-called "deinstitutionalization".

We urge that the Senate Labor and Human Resources Committee initiate thorough investigations into this problem, and support licensed sheltered care facilities for the proper treatment of aftercare psychiatric patients.

Statement of Support
For the
Creation of a Federal Office Advocating
Women's Rights

The Ocean County Advisory Commission on the Status of Women supports the establishment of a Federal Office Advocating Women's Rights, as suggested by Mr. Stanley Van Ness of the New Jersey Department of the Public Advocate in his testimony on April 9, 1979, before the Senate Labor and Human Resources Committee.

It has been the Commission's experience that there exist many areas of legal concern affecting women. Child support, divorce laws, and affirmative action legislation are just a few of the issues that need to be recognized, clarified, and addressed more effectively on a federal level.

For example, few women have the economic resources necessary to become self-sufficient upon separation, divorce, or widowhood. Child support payments are often inadequate or non-existent, and though many women attempt to locate errant husbands or seek more equitable payments by going through the proper administrative channels, few meet with success. As a result, many women in these circumstances are faced with the fact that they and their children must learn to survive on poverty level, welfare-supplied incomes. An office advocating women's rights is needed to address itself to these and similar problems.

The Ocean County Advisory Commission on the Status of Women therefore strongly advocates the creation of such an office, with the autonomy and authority to act as a litigative arm to resolve such issues through the provision of legal guidance, information, and follow-up. We feel the creation of this office would be an indication of the Federal Government's commitment to improve the status of women in the United States, and we urge that the proper steps be taken to do this in the immediate future.

Statement of Support
For The
Funding of Women's Programs
At The College Level

Position Statement: The Larger Issue

The ultimate reclamation of women's personal power is the essential ingredient in autonomy, freedom, and responsibility. For many, employment is fundamental to satisfying one's personal quest for social involvement, productivity and the regeneration of the human possibility. Work, by its very nature, is the extraordinary mosaic comprising the basic elements that either enhance or destroy the body and spirit. Since earning a living in our society is virtually synonymous with human worth, it becomes absolutely crucial that women who choose to work are provided the opportunity to experience economic decency through paid employment. To ignore the human propensity toward growthful work is not only unacceptable, it is a total refutation of all that is fundamental to human ethics.

Rationale:

Ell Ginzberg, the Columbia University economist, has stated that "the working woman is the single most outstanding phenomenon of the century. It is a part of a changing economy and a changing society. Its secondary and tertiary consequences are really unchartable."

As a geographical location in the midst of enormous growth, Ocean County cannot overlook this statement or disregard the acceptance of philosophical, legal and pragmatic rationales for the full employment of women's talents. Added family income, a stronger economy and improved services to the public are but a few of the benefits manifest in an equitable employment pattern that includes women at every level.

However, a social policy to make accommodations for the special problems of the working woman has not been developed on the local level. Serious concerns surrounding the larger issue of women's employment are:

(1) the particularly disadvantaged family headed by a woman (one in three

female-headed families, in fact, has an income below the poverty level), (2) research shows that the greatest increase of mental depression in the American populace has been among young, poor women who are single parents in low-level jobs, (3) the immense physical and emotional burden that dual responsibilities for home and job place on both married and single women heading families, (4) child care arrangements/affordable child care facilities, (5) the increasing numbers of women entering the labor force and the absence of the means to provide them with jobs.

In sum, the disturbances and special problems of women in the labor market must be dealt with before the phenomenon of women in the work force is harmonized.

Objective:

To seize the unprecedented opportunity for building a moral and pragmatic system of employment for the women of Ocean County who choose to work. Founded upon the belief in the human dignity of every woman, we will: quantify her needs, rights and aspirations; we will seek to release presently suppressed abilities in such a way as to increase the county's creative and productive process; we will make every human effort to provide the flexibility that allows for the free expression of individual differences and will recognize that when these differences become disadvantages in the search for job equality, as is often the case in mothering, adjustments must be made in the socioeconomic system of which Ocean County is a part.

We seek changes at the most fundamental level. We seek change at the very heart of the work cycle. We seek a new focus. At the heart of every problem lies the embryo of the solution. It is within the solution that we will use the phenomenon of women's large scale entry into the labor force as a focus to spearhead investigation into job develop-

ment, readiness, and implementation. Our objective is both immediate and long-ranged. Immediate is an assessment of employment opportunities and practices; long-ranged is the creation of a new paradigm... a new model of being, that is achieved through meaningful and significant work.

The Center for Adults in Transition at Ocean County College, New Jersey, provides a vehicle for the achievement of these immediate and long range goals.

The Center has created a system of education for women in the areas of personal, educational, career, and family-related program development.

This system is the result of an educational philosophy based on the belief that any attempt to develop in a woman the ability to direct her own life must take into consideration all aspects, areas, conditions, relationships, and experiences that contribute to her total being.

The Center accomplishes this task by offering seminars, workshops, forums, all-day conferences, and private consultations dealing with the transitional phases of adult development. The Center also publishes and circulates a bi-yearly newsletter to 4,000 people, maintains a career and feminist library, offers a referral service to those seeking expertise beyond the scope of the Center, promotes a campus organization for the "student in transition", provides a network linkage system for the women in the isolated position of upper level management and supports a follow-up system for women having completed a "New Horizons" growth group.

The Center for Adults in Transition extends these services to the many women spread throughout the County without access to public transit through the use of selected Extension Centers.

The Center supports a staff which includes a full-time coordinator and a full-time secretary, a part time career counselor and a part-time human development specialist. A Department of Education Title I grant has funded half the secretary's salary and both of the part-

time positions' salaries, but this funding will run out September 30, 1979.

The need for the continuation of such a program clearly exists in our county. We urge that similar programs be reviewed and set up as models for the rest of the counties in New Jersey in particular, and across the nation as a whole. Towards this end, we recommend that new sources of funding be created so that the needs addressed by the Center for Adults in Transition in Ocean County, but common to all women in the United States, be met.

njea

Statement for presentation at a public hearing on April 9, 1979 before the U.S. Senate Committee on Labor and Human Resources on "The Coming Decade: The American Woman and Human Resources Policy" by Sandra L. Jackson on behalf of the Women in Education Committee of the New Jersey Education Association.

I expect I should begin by explaining who I represent:

The New Jersey Education Association is an organization representing over 110,000 members -- including faculty from grades K-12 and higher education as well as other school system employees, both active and retired. NJEA's Women in Education Committee was established approximately ten years ago specifically to address various problems confronting women and children, both inside and outside the classroom. The Women in Education Committee considers and reports on (1) employment practices in all areas of education, (2) equal educational opportunities for educators and students, and (3) curricular and instructional program concerns in order that women be afforded a realistic and humanistic role in society. The Committee currently consists of male and female members who were selected to represent a broad spectrum of interests -- all levels of education (elementary, secondary, and college), numerous academic disciplines, 14 different New Jersey counties, and school districts ranging from urban to rural, large to small.

NJEA's Women in Education Committee wishes to thank the U.S. Senate Committee and the Chairman, Senator Harrison Williams, for providing this opportunity for testimony. We wish to cover four points in our testimony: first, our observation that women are highly significant in the U.S. labor market; second, our concern that women remain an economically oppressed group in the labor market; third, our concern that women still suffer from discriminatory practices, both in the

labor market and outside it; and fourth, our suggestions regarding some kinds of corrective actions and programs which might be pursued.

I. While we assume that the Senate Committee is generally aware of the following statistical facts, we would like to stress them, to call attention to the fact that women are highly significant in the U.S. work force and apparently will become even more significant in the coming decade.

- A. Per national statistics of July 1978: women made up fully 42% -- nearly half -- of the total U.S. work force (total: 100.6 million; women: 42.1 million).
 - B. This contrasts dramatically with 1950 statistics: women were only 28.9% -- less than one third -- of the national work force (total: 62.2 million; women: 18.0 million).
 - C. National statistics from 1969 to 1978 show a steady rise in the percentage of women working in all age groups except 55 and above. Thus, the trend among the younger women clearly has been toward increasing numbers entering the labor market.
 - D. National statistics of March 1978 showed that families heavily depended on women's incomes: roughly 49% of all U.S. families are those with husband and wife both present and both working. More than 1% of all families with one parent present are female-headed, while only about 3% are male-headed.
- II. National statistics also show that, while women are significant in the work force in numbers, women clearly as a group are economically oppressed. As a group they hold lower level jobs than men and are paid much lower wages than men. In short, women need help.
- A. In a 1977 scale of average (median) family incomes; at the bottom of the scale were the single-earner families headed by women--income

average between \$7,500 and \$8,000.

- B. Per statistics of March 1978 showing occupation distribution of all women in the work force:

-- 6.3% in managerial jobs

-- 16.1% in professional-technical jobs

(of the small number in professional jobs, 60% were in non-college teaching or nursing--the traditionally "female" professions.

Professional men, on the other hand, tend to be lawyers, doctors, college teachers.)

-- 76.6% in clerical, sales, service, factory, plant, or farm labor jobs

- C. The fact that many women in the work force are employed only part-time may account to some extent for the holding of lower level jobs and the lower earnings rates. However, the following data from 1977 describes only full-time workers:

Women as a group earned less than 59¢ for every \$1.00 earned by men (median annual income for women approximately \$8,800; for men approximately \$15,000).

- D. Full-time workers have been losing ground in wages, relative to the wages of full-time male workers; compared to the 1977 statistics of 59¢ for every \$1.00, are statistics from 1955, which showed women then earning an average of 64¢ for every \$1.00 earned by men in the full-time labor market. Since 1955 women's full-time earnings annually, as a percentage of men's, have dropped steadily.

- III. Despite guidelines and legislation -- despite Equal Opportunity and Affirmative Action Programs, forced changes, and voluntary changes in employment practices -- sex discrimination continues to be a serious problem for women in the labor force. While it is no longer blatant as it once was (only 10-15 years ago), it clearly exists. The fact that it has gone

"underground" and is practiced in subtler ways perhaps makes it all the more pernicious -- as this makes it more difficult to recognize, to prove, to fight, and makes it more frustrating and discouraging to women.

- A. Affirmative Action guidelines frequently are unenforced or are circumvented through data and practices which look good "on paper."
- B. Initial hiring practices and on-the-job promotion or raise practices still frequently involve reasoning that single women without families have less "need," divorcees have "emotional problems," and married women with working husbands have less "need." That sort of reasoning pretty much eliminates most women!
- C. Women in lower job titles earning less money (e.g., secretaries) may assume many of the male boss's responsibilities.
- D. Women in higher job titles may be patronized by male bosses -- and male colleagues -- treated in a tolerant, "fatherly" manner; or they may be approached as sexual objects. The aggressive, ambitious woman often is viewed as abrasive or threatening. A woman in the same job as a man often is given less responsibility, less trust, less respect -- thus, less opportunity to prove herself for purposes of advancement.
- E. Women themselves are sometimes their own worst enemies. Inexperience and weak self-image lead many women to expect less of themselves and less for themselves, producing a self-fulfilling prophecy situation.

IV. The following suggestions are offered for your consideration, as possible means of improving the women's situation:

- A. Establishment of a national central information program, where all women can turn for explanation of their rights, how to exercise them, what help is available, and how to get it. (Those women who most need such information are precisely those who at present do not get it.)
- B. Establishment of a central, nationally supported women's advocacy service -- a sort of ombudsman arrangement, like that in Denmark,

in which the federal government expends public tax money to pay a citizen's advocate against any questionable practices of that government.

- C. Nationally supported training programs for women.
- D. Nationally supported day care services for children -- much improved services which are educational rather than merely custodial, and which are supervised by education departments rather than human services departments.
- E. Strong efforts to put more women into the legal system -- for example, as judges.
- F. More action to eliminate sex discrimination in areas such as social security, pensions, insurance, credit ratings, mortgage opportunities, etc. (such as the recent Supreme Court ruling regarding pensions, which is a good step in the right direction).
- G. Provision of opportunities for homemakers -- to voluntarily buy into such things as Social Security, pension plans, tax sheltered annuities, etc. -- also, to "retrain" in both skills and attitudes for re-entry into the job market.

On behalf of the New Jersey Education Association and its Women in Education Committee, I thank the Senate Committee again for this opportunity to be heard. We will look forward to learning the results of hearings such as this one and to the good effects which we believe your concerned interest will bring about.



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April 9, 1979

Hon. Harrison Williams, Chairman
Senate Human Resources Committee
352 Russell Senate Building
Washington, D.C. 20510

Dear Senator Williams:

NJ WEAL appreciates your invitation to provide comments and suggestions for the hearings, "The Coming Decade: American Women and Human Resources Policies and Programs." The dialogue, recommendations and follow-up action are of special interest to our organization since WEAL is dedicated to promoting equality in the economy for women through legislation, government programs and services and research work. We share your committee's interest in the issues of working women. The kind of jobs they hold and the amount of their paychecks represent an important agenda for NJ WEAL.

As you know so well, women represent the new majority of the job market. The programs and policies developed and approved by the Senate Human Resources Committee will have a dramatic impact on this segment in the eighties.

Almost a year ago it was reported that one out of two American women were employed. In 1980 there should be forty three million women either working or looking for employment. The issues of working women which will continue to increase in the coming decade and gain more importance represent an action-oriented agenda for the Senate Human Resources Committee.

It is vital and essential that federal legislation, policy-makers in the federal government and opinion leaders recognize that there is no longer a "typical woman." The stereotype of the man as the head of the household with a non-working wife and two children is not real today. Almost half of the American families have two paychecks coming into the household. They need to for survival!

NJ WEAL is very concerned over the latest figures from the U.S. Census Bureau which continue to show the gap between women's income and men's hasn't decreased lately. Although women have been joining the labor force in record numbers and taking home increasing amounts of money, the median income for women who work full time reached only \$8,322 in 1976. This is up from \$6,488 in 1974. Yet in the same period, men increased their median from \$11,468 to \$13,859 and left women trailing by approximately the same ratio - 60% of men's earnings. That has plagued women for over two decades. In fact, the trend since the

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19) It has been that women's wages fluctuate between 55% and 65% of those of men.

While women have made a substantial increase in their take home pay, men have progressed much faster in their careers.

SEN. KEAL feels that it is a problem that those in federal government authority and those elected to the U.S. Congress would like to think is becoming old history. The problem of the earnings gap doesn't go away. Although women have made advancements in education, labor force participation and in many occupational fields, women workers continue to earn less than male counterpart. This is an issue of great alarm to SEN. KEAL.

You know that there is a definite relationship between education and income for both men and women. Yet even highly educated women with professional and technical skills and talents in fields such as law, engineering, and science, earn only 65% as much as comparably qualified men. The median here at the top of the salary scale is only \$11,000 compared to almost \$17,000 for men.

In fact, women with the same educational status as men have far lower earnings at every level and a woman with four years of college now earns about as much as a man with eight years of elementary school.

Here are some of the factors to consider as part of the earnings gap problem. **EDUCATION** — There have been sharp increases in the number of women enrolling in colleges, and in 1977 there were more women than men in undergraduate programs for the first time in history. At the moment, there are still more men who complete college, although the number of women with undergraduate degrees is rising steadily.

More to the point in terms of salary potential is the question of choice of undergraduate major. Although the number of women increased in most fields, there were still a very few preparing for the highest paying fields.

For example, in engineering, the number only rose from 2% in 1966 to 7% in 1974. In the same year, 73% of women selected education, 59% English or journalism majors and 64% health or medical professions. Graduate schools of law and medicine are the brightest spots in the picture with women now occupying one-fourth to one-third of the places.

OCCUPATIONS — Both job choice and place within occupations are important. Significant numbers of women have been entering non-traditional fields — to this extent, those stories are based on fact. But aside from a few well-publicized exceptions, women still predominate in lower skill, lower pay employment.

Part of the reason is that most of the job expansion in recent years has been in clerical and service jobs, and these areas have absorbed large numbers of the women entering and re-entering the job market. While three-fifths of employed women are white collar workers, half of this number are clerks. The remaining two-fifths of women workers are almost evenly divided between service and blue collar jobs. By contrast, men are almost evenly divided between white and blue collar occupations, with only 9% in service employment.

Even when men and women have similar jobs within the same industry, women tend to be employed in lower on the career ladder in jobs with less skills

Page Three - Senator Williams

and respectability and to have a shorter range of upward mobility. They are teachers, not principals; bookkeepers, not comptrollers; waitresses, not managers or owners; and factory stitchers, not supervisors.

CONTINUITY OF WORK EXPERIENCE — Women historically tend to have interrupted work patterns. For reasons related to marriage, childbirth, divorce and low level job status, they enter the work force, leave and re-enter. In the past, this has meant lost opportunities for training and promotion, as well as obsolete or under-developed job skills, which in turn have an adverse effect on seniority status, career advancement and earnings.

Certain social changes, too new to show up in income statistics, may eventually reduce the effect of this disadvantage. One is the rise in educational level for women. Studies show that the more education a woman has, the higher the salary and attachment to the work force. Related to the rise in education is the preference for smaller families and consequent shorter interruption of careers.

As shown by the rapid increase in working "mothers," especially those with children under six, many women now take very little time from their jobs when they have children. In addition, there is now a trend toward later marriages, which is either a cause or effect of increased work experience and career commitment. Women in this situation are more likely to continue working after child-birth.

DISCRIMINATION — Even when economists have juggled figures and made adjustments for education, job and continuity of work experience, earnings are still lower for women than men of comparable status. It is here that the computers stop and the statisticians acknowledge that the remaining gap is probably due to discrimination.

NJ WEAL has been working on ways to close the gap between men's and women's paychecks. We think that it is important to point out the salary facts of life to girls and women so that they can make enlightened career choices. Recent legislation, such as Title IX, the Vocational Education Act and the Career Education Act, if monitored and enforced, should open many new opportunities in jobs and earnings. As women move to non-traditional fields, shortages of women to do certain jobs will cause some wages to rise.

However, since in the foreseeable future many women will continue in traditional occupations, more attention must be given to paying equal salaries for work of equal value, beginning in public employment.

The State of Washington recently made a "comparable worth" study of its public jobs assigning points on the basis of knowledge, skills required, mental demands, accountability and working conditions. It found that clerk typists earned far less than warehouse workers, though both had the same number of points, and a traffic guide with half as many points as a licensed practical nurse still earned \$1,000. per year more.

Most important, federal enforcement of equal employment laws must be strengthened. A recent report from the U.S. Commission on Civil Rights confirms what is common knowledge to numerous women workers, that many federal agencies "ignore affirmative action requirements," thereby denying women the chance to move into higher paying professional, managerial and skilled trade jobs. Although these laws have been on the books for some time, and neither the President or the U.S. Congress has ever rescinded

Page Four - Senator Williams

one of the decision to enforce seems to be conditioned by political rather than legal considerations.

The presence and influence of working women has been an important part of American life for two decades and will continue to be. Women will enter the labor force at a much faster rate than men and by 1990 they will have equal footing with men in the employment world.

As Chairman of the Senate Human Resources Committee, you know how working women have assumed a prominent and decisive place in the national consciousness.

NJ MEAL shares your concern for working women. Our interest certainly goes beyond facts and figures. We are concerned that women get more and better jobs, better pay and fringe benefits and more responsibilities and recognition.

Again, Senator Williams, NJ MEAL and I appreciate the national attention that your committee hearings has brought to the concerns, interests and problems of working women. Your work is vital in examining the changing needs, ambition and aspirations of women for today and the tomorrows.

Cordially,

Eileen P. Thornton

Eileen P. Thornton
State Legislative Chairperson and
Immediate Past National President

opt:js

78 Alberta Avenue

Trenton

New Jersey 08619



ATLANTIC COUNTY WOMEN'S CENTER
ABUSE CENTER
201 SHORE ROAD
NORTHFIELD, NEW JERSEY 08225
CATHERINE E. TAYLOR, DIRECTOR

(609)646-6767

The Honorable Harrison A. Williams, Jr., Chairman
Senate Committee on Labor and Human Resources
Washington, D.C.

Dear Sir:

Attached please find testimony presented by the ACWC-
Abuse Center on the subject of Domestic Violence and the needs
of programs such as ours in the coming decade.

We have been dealing with the problem of spousal assault
on a volunteer basis for four years and on a State funded basis
for the past year and two months.

We welcome the opportunity to present this testimony on behalf
of our agency and our clients. If you have any further questions,
please feel free to contact me.

Sincerely,

Beverly I. Gilbert

Beverly I. Gilbert
President of the Board
ACWC-Abuse Center

THE COMING DECADE,
AMERICAN WOMEN AND HUMAN RESOURCES
POLICIES AND PROGRAMS

Testimony submitted before:

The Senate Committee on Labor and Human Resources
The Honorable Harrison A. Williams, Jr., Chairman

April 9, 1979

Submitted by:

The ACHC-Abuse Center
201 Shore Rd.
Northfield, N.J. 08221

Mr. Chairman and members of the Committee, I am Beverly Gilbert, President of the Board of Directors of the Atlantic County Women's Center - Abuse Center, and co-author of a grant that resulted in Title IX funding (Long-Needle) for our agency to set up and run a counseling, referral, and shelter program for victims of domestic violence and their children. We are currently serving a 7-County region in the State of New Jersey known as the Southern Region and receiving referrals not only from the other three regions in N.J., but from Pennsylvania and Delaware as well. Our organization has been serving victims of rape and domestic violence on a volunteer basis since its incorporation in October of 1974, and we were the first shelter to open under Title IX funding in the State of N.J. in February of 1978. I am grateful for the opportunity to present this testimony on behalf of our agency and clients.

Domestic violence is a social problem that affects us all. It is confined to no particular socio-economic group, race, or even sex. Its victims are the helpless and those who perceive themselves as helpless, most often women and children. The perpetrators of such abuse are themselves victims. Having been abused themselves as children, or witness to such abuse between their own parents, they in turn perpetrate this same learned behavior on their own children, thus continuing the cycle. Over 85% of our clients report that they as well as their abusers were abused as children.

For a woman trapped in an abusive situation very few alternatives are possible. Society has taught her to believe that the burden of success in marriage is hers. Conditioned by her own upbringing to accept abuse as "normal", she is caught between her fear of being injured and her shame that someone will find out. Often she has married young to escape an abusive parent, and has several small children. With little education, few job skills, and no confidence in herself, she remains helpless in her situation.

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Legally she has little recourse. Police are overwhelmed by "domestic" and constrained themselves by laws that protect the rights of the abuser. Should she sign a complaint against her husband, he will indeed be arrested, post bail, and return in three hours to beat her again for having signed the complaint. Should she pursue the case to court, plea bargaining will reduce the charge, a fine will be paid and the abuser will go free to return and abuse her again. Most frequently she does not sign a complaint at all, either because of fear of just such reprisals, or because the abuser represents the one source of economic survival to her and her children.

Although she lives in fear, she does not do so by choice. As shelters open they are immediately filled to capacity and beyond by women who say, "If only you'd been here before, I would have left sooner." Our shelter has operated at capacity (20) 9% of the time during our first year. We turn away 3% to 5% our capacity number monthly, and the women who cannot accept outpatient services because of fear that their husbands will find out goes uncounted. In our first year of operation we have provided shelter to 112 clients and 200 plus children. We have provided counseling and referral to an additional 113 clients on an outpatient basis, two of these clients being men.

While shelters have done much to provide an alternative to the abusive situation for the woman and her children, they are only a first step in dealing with the massive problem of domestic violence. There is something inherently wrong with a society that places the burden of survival on the victims of such violence; that forces the woman and her children to flee their home to go to a shelter and allows the abuser to remain comfortable in their home, free not only to come and go in safety, but free to seek her out and harass her and the agency that provides her safety. There is something inherently lacking with laws that prosecute a man to the fullest for assaulting a stranger, and virtually

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ignore the same crime when perpetrated on his wife. Until such time as the law and society begin to regard these women as something other than the property or chattel of their husbands, shelters will continue to provide the only resource for them.

As the ACWC-abuse Center enters its second year of operation, we see the following needs as crucial to the continued success of our program and other programs. First, funding must be found to provide more shelters. No client who has brought herself to the point where they can finally ask for help should be turned away for lack of space. Shelter Bills have been introduced in the State of N.J. for two successive years. This year the Bill never came out of Committee. The Federal Government must take the lead in allocating funds for providing an adequate number of shelters to meet the needs of these victims, either in the form of new programs, or the expansion of existing programs. The shelters now in existence have more than proved the need of such programs.

Secondly, no program dealing with domestic violence is addressing the entire problem unless some provision is made for the abuser. The ACWC-abuse Center is currently seeking funds to provide referral and on-going counseling for perpetrators of domestic abuse in an attempt to reunite families in a non-violent home. Our success or failure will provide direction to other programs dealing with the same problems.

Thirdly, any program dealing with domestic violence must have the means of providing services to the children involved. At present we provide day care, operatic interim schooling, and security, in the hopes that we can serve these children by breaking the cycle of violence for their mothers. We have not, however, begun to address the specific problems of these children which require counseling, referral, and coordination of services with those agencies dealing in child abuse.

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None of the above needs can adequately be addressed, however, without the additional backing of enabling legislation. The Federal Government must take an active role in establishing a position in favor of the control and elimination of domestic violence in this country in the coming decade. Legislation must be enacted that will provide secure funding for programs to deal with domestic abuse on a scale that provides services not only to all victims who request them, but to the equally victimized perpetrator of abuse. Laws must be enacted and enforced that reverse the here-to-fore accepted view of women as property. Until society and the law begin to firmly grant women equal educational opportunity, equal job opportunities, and equal economic opportunities through use of credit and access to housing; shelters will remain crisis intervention centers, unable to adequately provide long range solutions to the problem. Until society and the law begin to view spousal assault as a crime, women and children will have no choice but to accept the fear with which they live.

In conclusion I would like to thank you again for the opportunity of providing testimony to this committee. Domestic violence is a problem that touches each and every one of us, either directly or indirectly. The ACWC-Abuse Center and other programs like our own have taken the first steps in dealing with this problem. We look to you to provide the support, the direction, and the funding we must have in order to take the second steps.

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April 18, 1979

Testimony of Adrienne Zoble

Senate Committee on Human Resources

Hon. Harrison Williams, Jr., Chairman

Mr. Chairman and Senators:

Thank you very much for inviting me to submit testimony to be included in the Record of the Senate Committee on Human Resources.

At your invitation I attended the morning portion of the April 9, 1979 hearing in Trenton. I heard my colleagues, Adele Kaplan and Elisabeth T. Lyons, present testimony that was of tremendous interest to me, personally.

As I sat there listening to them and to your reaction, Senator, I was painfully aware that I had been asked to submit testimony and was not sure what I could say that would be different from what others have contributed or will contribute.

Yet a thread did occur, and re-occur, and no one seemed to identify the issue in the terms I would like to. As an owner of an advertising agency; as an adjunct faculty member at Brookdale Community College in Lincroft, Union College in Cranford and Rutgers

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HUMAN RESOURCES
APR 23 PM 4:47

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Testimony of Adrienne Zoble

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University, Management Education Department; as a consultant of marketing and advertising geared especially to small businesses. I recognized where women are lacking the most: they aren't taught how to market themselves!

The broadest definition of marketing is the distribution of goods and services. A more detailed definition of marketing is product, place, price, promotion and distribution (narrower meaning here). If our product is a combination of education, experience and talent, how are we taught to identify and present such? what do we learn about the placement of ourselves? Do we gain edification on when to choose a small or large company? Do we learn the advantages of moving to a new location that particularly favorable for our capabilities versus the advantages of maturing in our home town? Do we learn how to write and deliver speeches, or of the excitement of travel and the input ^{we} can gain from other cities and civilizations? Who has begun to recognize the importance of a second language in dealing with the world at large? where do we learn diplomacy, to be

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comfortable on another's turf; or, up until recently, have we been totally encouraged to stay put?

Are we able to price ourselves? Do we have the ability to perceive market value of similar talents and capabilities, or are we still petrified to state our truly believed worth, for fear of alienating potential employers, clients or customers? How do we present ourselves? Do we appear confident? What do we learn of the resume and its necessary components? What has been taught of "interview conduct" in the past? What do we say? What do we leave out? Oh, now it's true we don't have to reveal our ages or marital status, but companies learn what they want to by asking more circuitous questions. Are we being taught our rights in an interview, from high school on up, or are we learning by trial and error or recent magazine articles? How assertive have we been encouraged to be by the school systems? How have we been taught to get the word around about our availability and the unique contributions we can make in all fields? What do we know about the financing of our own

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businesses? What support do we receive even today, from banks, insurance and leasing companies, credit card firms?

Senator Williams, I've asked lots and lots of questions; but that's what I intended to do. Opportunities are now better for women than they have been in the past, but are those opportunities real or superficial? Have we begun to analyze from base zero how a successful person is educated and nurtured? I'm not too sure of a truly positive answer here, because I constantly meet women younger than I who are still dreadfully unprepared. If I conduct an all-day workshop at Rutgers with an attendance of twenty-six or twenty-eight, why aren't there more than one or two women in attendance? Why are they several light years behind the men in their overall bearing and business reckoning? Why do so many more women than men begin sentences with, "This might sound foolish, but...?"

I must state that if Education has been at fault up till now, it has been at fault to a great extent for its lack in the development of self-marketing perspectives. And, if the men haven't been re-

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ceiving instruction in these areas per se either, why are they so far ahead of us? Somehow, in some manner, they're getting the instruction, perhaps not in the schools, but from role models. Perhaps the male understanding of the "old boys' network" is the very best thing he has going for him. If so we need more networks for women. They are beginning, but we need to imbue women with their importance.

One last comment, if I may. Two days ago I personally experienced a clearcut case of discrimination against the woman business owner, and I would like to relate that instance here, for the Record.

In the last couple of weeks, I have purchased a copier on a three-year lease basis. First I was asked by the dealer how long I'd been in my own business (two years) and the name of my bank. Two hours later he called for more information: my social security number and my birth date. This past Monday morning he called to say that he could deliver the copier that afternoon, that I had cleared through Hertz Leasing, with one qualification: instead of having to post two

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months' security (approximately \$180.-\$185.), Hertz was requiring from me a security equal to 10% of the purchase price (about \$70. additional) because of my having a "new company." Remaining calm, I asked for the definition of a "new" company and was told that leasing companies won't deal with businesses less than two years old.

When the dealer arrived with his service manager a few hours later, he remarked, "Adrienne, you're not going to like this; but would you really like to know why you had to post additional security?" I tried to play dumb and guessed, first, that it was because my office is in my home. "Nope. Guess again." I went for the jugular, guessed that it was because I'm a woman, and he beamed. "Right! They (Hertz Leasing) want nothing to do with women business owners, refuse to take them seriously. They didn't want to clear you, even though your credit proved to be perfect. They know advertising agencies are not capital-intensive. If there are a man and woman who each own an agency for two years, who bill the same dollars, Hertz will clear the man but not the woman." When I asked him how he was able to obtain the

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credit for me, he replied, "Oh, I simply told them they'd better approve you, or you would raise one helluva stink." This time it was my turn to smile. I asked him how he could have gotten to know me so well in so short a time!

Senator, I don't want to mention the dealer's name. He's been absolutely magnificent in his sales presentation, service to date, follow-through and fighting in my behalf; but I sure hope you go after Hertz Leasing. I learned that they're the most lenient of the leasing companies. The others require four or five months' security. And, I might mention, that I applied for an American Express credit card last year and have never heard one way or the other. I acquired a Diner's Club card through the back door: I sent in a request for a second card on the joint account with my husband! I would feel like an idiot, making the same mistake twice! While I don't tend to be paranoid, I definitely feel the large institutions of credit could stand some very close investigation.

Thank you very much for the opportunity to present this testimony

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Testimony of Adrienne Zoble

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for the Record. If I can be of any additional assistance,

please don't hesitate to contact me.

Adrienne Zoble

ADRIENNE ZOBLE ADVERTISING

Statement of Debra Gabriella
Coordinator of Community Services
Burlington County College, NJ

For Senate Committee on
Human Resources
Harrison Williams, Jr. Chairman

May 2, 1979

Mr. Chairman and Members of the Committee:

I am pleased to have the opportunity to add to the testimony being gathered by the Senate Committee on Labor and Human Resources on American Women and human resource policies and programs for the coming decade.

I feel compelled to write this based on my own personal experiences and professional observations.

Our rapidly changing society has placed increasing stress on individuals in their performance of roles. Men and Women struggle with their own identities while societal attitudes are slow to adapt to the impetus of change.

It's often stress producing, for anyone to return to the classroom after an absence of years. It is even more difficult if you are female and must cope with family pressures and institutional attitudes. For a young mother, child care continues to be a concern. The dilemma for educators is whether we find ways of providing child care to facilitate attendance or we abandon the notion of rigid class attendance while providing alternate delivery systems to encourage participation. At the same time, what does one do about some male staff members who ponder "when are we going to get these housewives out of here and get some "real" students?

The return to school is frightening enough, yet when it is precipitated by a crisis, the tension can be overwhelming, especially if the individual lacks sufficient resources to adequately provide for the return.

To cite a representative example, last fall a new older female student, could not locate her classroom. She broke down in frustration, in her torrent of words it was discovered that she was upset due to the fact that her husband had left her with four children to support and she had returned to school to gain skills while simultaneously searching for employment. The failure to locate the classroom represented a culmination of all of these frustrations that she felt had been suddenly dumped upon her. The employment scene for an individual such as this (referred to legally as a displaced homemaker) is not much brighter. One has only to examine the already bleak picture of women established in the workforce, in terms of salary and benefits. Recently The Department of Labor Statistics have shown that the gap is widening between the earnings of men and women at all educational levels. The question is, will all the resultant distress from educational endeavors, insure future relief from dependency on public economic sources? One wonders, statistics are not encouraging.

What of the woman who returns to school and/or the labor force by choice? If a family is involved there are usually strong feelings of guilt.

Festingers' theory purports that when choice is involved, the decision usually results in a feeling of dissonance. It is quite a dilemma. Does a woman vigorously pursue a career to insure a modicum of economic independence or does she deny a career to concentrate on familial duties, gambling with the future security of both her and her family?

What all this says to me, is that in addition to treating the immediate problem, we as educators must work at prevention. It begins with the small child and the stereotyping begun either deliberately or accidentally by family, peers, school and the media. School counselors, for the most part, are still channeling women into programs in preparation for traditional low paying jobs, reinforcing the notion of paid work as a temporary and sporadic endeavor preceding and occasionally during marriage. This is done without reference to present statics that show 43% of women are heads of households. Inflation is rampant yet what consideration is given to the economic reality of our society, where often even couples, must both work to support themselves and a family? Local CETA prime sponsors are servicing a high percentage of women, in a traditional fashion, providing little guarantee of future total economic independence for the majority of their clients.

Even toys displayed in national catalogues show girls with the dolls and homemaker toys and boys with tools and more mechanical items, ignoring the need of both, in play, to prepare for their future roles, which will necessitate coping skills, by both in all of these areas.

Finally, if as educators, we are successful in any or all of these efforts, what of businesses' attitudes? Will there be flexible scheduling, adequate benefits and supports for the singles, couples and females of the future? Will women's contributions to the family both in the form of paid and non-paid work be recognized?

Now that I have mentioned my professional observations, I conclude with a brief note about me personally. I am a wife, mother, educational administrator, student and concerned citizen. I am presently pursuing my doctorate while employed full-time. I truly know what it is to juggle these things and attempt to be all things to all people.

My past work experience includes a management internship at the National Security Agency, (which I left when my husband had a job transfer), substitute teaching, full-time teacher of English as a Second Language (ESL) to both adults and then children, Bilingual counseling, Director of a Special Project in ESL for Migrant and Seasonal Workers at Glassboro College. I am presently employed as coordinator of Community Services at Burlington County College.

My undergraduate career was supported by scholarships and part-time jobs. Graduate study has generally been paid for, since 1973, by myself.

I am actively involved in several professional organizations dealing with Adult, Community, Bilingual Education and Women's issues.

I am spending approximately \$2,300 a year in child care for my pre-school son, \$500 for one half day of nursery school for 5 days a week, 10 months and \$1820 for a person to care for him the remainder of the day. I conclude by adding that at 34 years of age, after 11 years of work experience and with my education, I presently earn only \$14,000 a year gross.

I have prepared this statement to support the need for a comprehensive coordinated approach to human resource policies and programs. I believe the psychological, sociological, economic and political factors must all be covered, so as to insure a positive impact on the education and employment of women.

WOMEN'S ISSUES QUESTIONNAIRE

Survey Percentages (rounded off)

I Groups

44.6 %	were students
30.9 %	Support Staff
13.5 %	Faculty/ IA
8 %	Administrators
2.9%	Unknown

II Needs

1. Legal Awareness	68.9 %
2. Career Decision Making	66 %
3. Women & Depression	62.1 %
4. Re Entering School or Work	50.4 %
5. Non-Traditional Work Options	48.5 %
6. Child Care	47.5 %
7. a. Consciousness	46.6 %
b. Women & Anger	46.6 %
8. Parenting	44.6 %
9. Diet & Nutrition	42.7 %
10. a. Women's Studies Program	38.8 %
b. Sexuality Issues	38.8 %

III Kinds of Programs

1. Workshops on Specific Topics	54.4 %
2. Resource Center	41.7 %

3. Women Studies Program	40.7 %
4. Consciousness Raising Groups	39.8 %
5. Speaker Series	37.9 %
6. Film Series	37.9 %

Other Topics

1. Sports and Women
2. Studies for middle aged women
3. Sex Discrimination in Salaries
4. Women & Divorce
5. Women's Newsletter
6. Program for single women
7. Single Parents
8. Rape
9. Wife Beating
10. Self-Defense

Meeting will be a success if:

1. I can apply what I've learned in my personal and professional life.
2. I can become more informed.
3. Needs are expressed and discussed.
4. A start is made toward developing a women's network, at least hopefully, a supportive group.
5. We give some kind of commitment to women's issues.
6. This is a need I see.



COLLEGE OF MEDICINE AND DENTISTRY OF NEW JERSEY

MARTLAND HOSPITAL
NEW JERSEY MEDICAL SCHOOL
65 Bergen St. Newark, N. J. 07107

April 17, 1979

Harrison A. Williams, Jr.
Chairman, Labour and Human
Resources Committee
U.S. Senate
Washington, DC 20510

Dear Senator Williams:

Relative to the comprehensive policy oversight hearing entitled "The Coming Decade: American Women and Human Resources Policies and Programs", I'm sorry that I received the information regarding the meeting on April 9th too late to be able to attend. For this reason I would like to make the following remarks.

While American Women have undoubtedly made many advances along with other minority groups in the business, industrial and professional worlds, there is still much discrimination practiced, even though now most of it is not too visible. Discrimination has become more discrete, and it is no longer used openly as a reason for non-appointment to a position, or non-advancement in the professional world.

One only has to be a woman surgeon such as myself to realize that you are simply not going to receive referrals from male internist colleagues for surgical patients. Some of this has undoubtedly improved in group situations where both men and women surgeons are working together with internists, but other than that a man does not normally refer a male patient to a woman surgeon. Human nature doesn't change that easily and of course you cannot legislate such a change. It is a question of educating the acceptance of women in what have been previously considered all male roles.

In order to do this, we must encourage more women to enter these various fields of the professions, business and industry and encourage their aggressive competition for advancement to the executive level.

I am enclosing with this letter a paper that I presented this past fall at the Colgate-Palmolive sports symposia held in

New York City. I believe it fairly represents my views insofar as women's participation in sports under Title IX, a subject in which I am keenly interested. I do feel that what I have said here carries over into the business and professional worlds.

Women must be encouraged at the high school level to consider fields where in the past women have not gotten ahead, and not be continuously discouraged by high school guidance advisors against doing so.

As a legislator, there is not much that you can do against this type of subtle discrimination, but by providing guidelines for industry against overt acts it will allow the continuing advancement of qualified women into more executive type positions. I do thank you for your efforts in this regard.

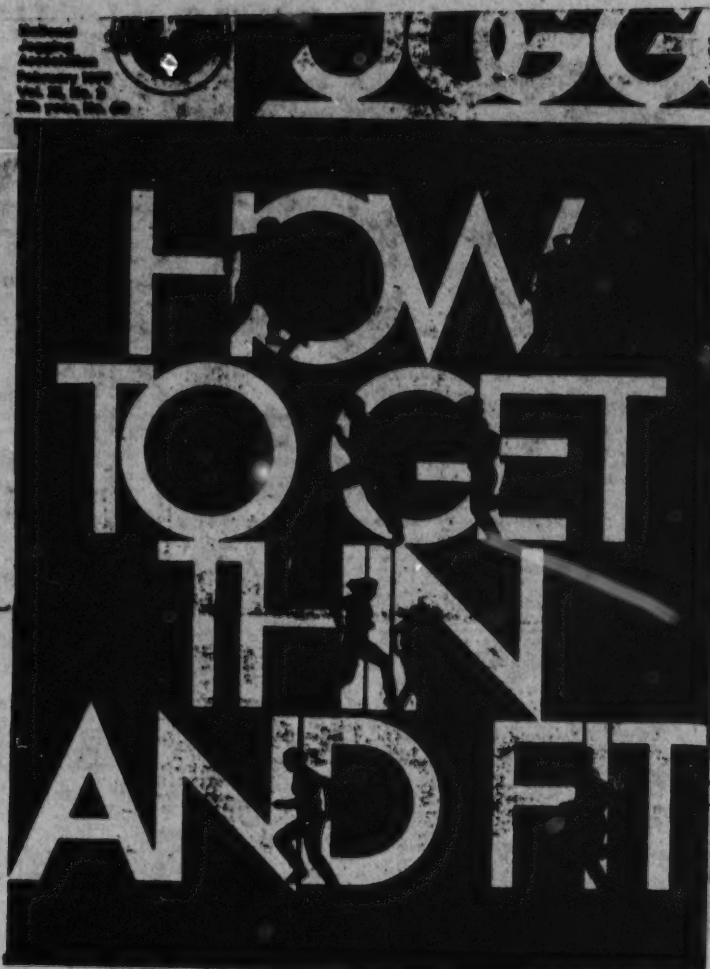
Sincerely yours,

Christine E. Haycock, M.D.

Christine E. Haycock, M.D.
Associate Professor of Surgery

25

Editorial
Advisory
February 1990
Vol. 17, No. 2
This year, the 20th



Why Girls and Boys Should Play Together

by Christine Haycock, MD

Since the implementation of Title IX, I've been working with a great deal of interest in the integration of boys and girls in physical education classes at the elementary school level. From my point of view, I think it's a tremendous idea and I'm thoroughly delighted with it.

Imagine my surprise when recently a woman politician friend expressed her doubts about the program because she felt some of the boys were suffering crushed egos from being beaten in athletic endeavors by girls their own age who were physically larger. She was

very concerned that the psychological aspect of this might do lasting harm to the boys.

My reaction was, first of all, disturbed that any real permanent damage would be done to the boys, and secondly, that perhaps a blow to their ego was needed. If some day in the United States we're going to have real equality of opportunity, not only in sports but in all fields of endeavor. Why, I asked myself, should these boys be suffering any psychological trauma? What's the culprit? If there is a culprit, it would have to be the society

and the parents who allow their sons to believe being defeated by a girl is the worst possible disaster they could ever encounter.

It's going to take some deflated egos and some possible tears in boys' psyches to bring about this change in attitude, and I fear some are all for it. I'm sorry but what these boys may have to go through for a few years. But in the long run, the benefit to the female of the species is going to far outweigh whatever emotional trauma may result.

(Continued on page 231)



Continued from page 11.

Why Girls and Boys Should Play Together

As the age of 13 I weighed 187 pounds and was 5'7" tall. I mean, of course, I was taller than my class brother and bigger than most of the boys in the class. When the national football coach's son started boxing one day, he made a bad mistake. Just my temper and personality had the down side of him. He went home crying. He called my mother and complained about it. She told him to stop. He came back the next day and said, "You could give me a good one if you'd like." He said he might be beaten up by a girl. This might be his chance. "Well, I mean a boxing coach would have been thought of it, except perhaps to take him out and give him some boxing lessons."

My mother's reaction was to laugh. Her comment to the mother of that boy was, "He isn't able to take care of himself. He's simply too big. He has no business picking on someone who's capable of defending himself." As you can see, my mother was years ahead of the rest of society, and her attitude toward women and girls in sports was evidenced by the fact that I was an established heavyweight and proud of it.

But certainly I feel very strongly, and I think they will hear me out, that mixing boys and girls together in gym classes at grade school levels will prove to be one of the greatest boons to equality for women that could possibly come in this country. Any suggestion of this it would be a disaster. I strongly believe that the first place real discrimination against girls occurs is in gym class. Females are immediately labeled as physically inferior to their male counterparts and separated from them. They begin an indoctrination that is carried on throughout their lives. They are not strong enough to compete with boys, therefore, they must be off by their selves.

This attitude must be reversed at an early age. When it is so common that, as these students go on to high school and college and continue to compete with each other (although in high school I have no objection to separate girls and boys teams in certain

"I feel very strongly that mixing boys and girls together in gym classes at grade school levels will prove to be one of the greatest boons to equality for women that could possibly occur in this country."

sports, the habits they've learned in playing together will follow through in the world of business. Women will then be on a more equal footing with their male counterparts. Physical activity in sports is such an important thing to the male that it had always been considered his territory. The mere idea of female invasion into it represented a terrible threat. The removal of this threat at a very early age by encouraging the male to accept the female as part of his physical activities will remove many of the cultural barriers that exist today.

The presence of this type of bias has had a large part in conditioning women to inferior roles in business and industry. This may seem at first an exaggeration of a phenomenon. But if you stop and think about it, it isn't too far-fetched. Women have been told over the years they are inferior to the male when, in reality, they have been the pillars of the West, have achieved their male counterparts, and have proved that when it comes to determination they often out-class men. The only fact that a woman does not possess the same physical strength because she doesn't have testosterone to build up her muscles has led to the belief that women are inferior in many other ways. This feeling of inferiority is carried over to the business world, where women have continued to be less successful in becoming executives than their male counterparts.

Part of this lies in the lack of competition among women in their early lives, which might otherwise create a driving force. Competition is a very big life in male sports, and boys in general are more apt to strive to win than girls. The male competitive drive and need to win stimulates him early in life to begin to

aspire to success. Once developed, this drive is natural and to end in sports carries over into other aspects of life. It can become just as strong in the female as in the male. Without this, a female will not be on an equal footing with her male colleagues in industrial or professional fields when promotion time arrives.

The image of the muscular young woman has been undergoing changes in the last few years. In the past, the male has been pictured as the all-American boy: brilliant, muscular, and a great athletic champion. The girl has been pictured as soft, with a beautiful face and figure, but on the average with less intelligence. The new image of the muscular female still includes the beautiful face and figure where possible, but there is more emphasis on what's inside, and she may also be a very successful athlete. Evidence of this is seen in the trend to the so-called "natural look," which has females ditching the use of make-up to devote more to their choice of clothing, hair styles, styles of living, and so forth.

Women are seeking independence in all walks of life. As the new image of the muscular woman becomes a model to the young girl growing up, you can expect that emphasis to shift from just the body beautiful to the mind and the body beautiful. Having a healthy mind requires a healthy body to house it, so the emphasis will be on physical fitness for women as well as for men.

Industry has begun to realize this and already has started sponsoring employee health programs around the country—programs that include considerable recreation facilities for workers to use on

week breaks as well as their work. Industry encourages the formation of company teams of various types to compete in interdepartmental competitions. These can be mixed male and female or individual male or female teams. There may also be programs that are individual in nature but done as a team for both men and women, such as tennis or golf. These are conducted on industrial grounds. The object is to keep the employee healthy and increase productivity.

At the executive level, the prevention of heart attacks has been thoroughly stressed in the introduction of cardiovascular exercise programs. Dieting and good physical conditioning are stressed. Few programs thus tend to keep men who would prefer a more sedentary type of education in a more active program. Whether this type of physical activity can be evidenced in the future remains to be seen.

Female leaders for examples of all these are common in the mid-thirties and mid-morning periods, when 10 or 15 minutes of mild exercise, such as calisthenics or yoga, are encouraged. This also helps to prevent industrial accidents by keeping employees awake and alert in difficult tasks where accidents might occur.

Finally, it was thought that this increase in athletic activity by females would result in a great lack of interest in nonathletic women began to run and jog and play tennis and golf. While it is true that the number of injuries among female athletes initially was greater, this tendency is leveling off and is coming down to the percentage of injured male athletes. Also, the types of injuries have been shown to be quite similar. Women do suffer from a larger number of "soft" things in this system, women's bones, and joint fractures, as shown in the study of women cadets at West Point. However, recent studies are showing very positive effects in these women programs in terms of overall improvement in physical strength and conditioning.

There are also some concerns that women athletes exercise such as running



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GERNICE DAVIS
FREEHOLDER

April 17, 1979

Sen. Harrison A. Williams, Chairman
Committee on Human Resources
United States Senate
Washington, D.C. 20510

COMMITTEE ON
HUMAN RESOURCES
107 APR 23 PM 4:44

Dear Senator Williams:

Thank you for this opportunity to express my views, in writing, on the conditions, trends, and problems affecting women. I shall address my views specifically concerning Women and Politics.

MYTH: To be a woman and a politician requires "special" training.

This is an erroneous assumption that has been "cemented" into the minds of many women. It does, however, take a certain type of woman. One who can remove her white gloves and be willing to show her bare knuckles but still maintain her femininity.

When women first became politically involved, they were elected because of their sex. Women politicians were a novelty. Today it is different. Today women are being elected because they do have something valuable to contribute to the political arena. Using feminine charms these days will not get them over; it may cause them to be one-termers.

Women who are sensitive and compassionate yet strong and forthright continue to prove to themselves, and to others, that they do make good politicians.

I would suggest that a viable network for women be formed and to include the grassroots and unsheltered women. Many women who have had to deal with the pressures of running a home, raising children, and/or working would be well-suited for politics. As I have often said, being a woman elected official is like running a household; it takes a lot of plain common sense. But, alas, these women are not motivated in this area.



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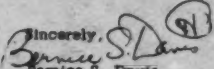
(201) 261-7077

BERNICE DAVIS
FREEHOLDER

Sen. Williams --Committee on Human Resources--Women and Politics..... Page 2

At present there are many organizations that will assist those women who have the motivation for politics. These women reach out for others to share and educate them on the ins and outs of politics.

I, personally, would be interested in travelling to various places to bring the "Message of Involvement" to those women that would be interested and responsive. Sadly, I have observed that quite a few major organizations do not have minority women in the field as speaking representatives. This disturbs me. Especially in a time when it is important that all women, regardless of color, financial status, or educational background, work TOGETHER to educate women (and men) to the fact that women can help to make the government more responsive to the needs of ALL the people.

Sincerely, 
Bernice S. Davis
Councilwoman/Freeholder

HISPANIC WOMEN'S COMMITTEE
P. O. Box W-293
Hoboken, New Jersey

April 9, 1979

Hon. Harrison A. Williams
U.S. Senator
Capitol Hill
U.S. Senate
Washington, D.C.

Dear Senator Williams:

Enclosed, please find the document, "Speak Out", of the Hispanic Women's Committee of New Jersey. Although this document was elaborated in 1977, it presents what is an ever-present reality of the Hispanic population in general and Hispanic women in particular both in New Jersey and on a national level. It then proceeds to present resolutions which can be translated into a plan of action including legislation, statistics gathering, establishing links among Federal, State, and Municipal governments vis-a-vis Hispanic women.

There are several areas which must be highlighted within the particular context of the Hispanic population. The Hispanic population is overall younger than the national average:

AGE	NATIONAL AVERAGE	HISPANIC AVERAGE
65 years and older	11%	3%
55-64 years	10%	4%
45-54 years	11%	8%
35-44 years	11%	11%
25-34 years	15%	16%
18-24 years	13%	18%
10-17 years	15%	19%
9 years and younger	15%	25%

The Hispanic population is growing very rapidly. In a five year period from March 1973 to March 1978, the Hispanic population grew by nearly 14%, while non-Hispanic population increased only by 3.3%. Of all the Hispanic groups, the fastest growing are the Puerto Ricans who grew by 18%. The median age of Puerto Ricans is 20 years, and of other Hispanics is about 23 years, compared with a median age of 30 years for non-Hispanics.

APR 10 1979

OFFICE ON WOMEN

Hon. Harrison Williams
 Page 2
 April 9, 1979

These can also provide orientation on how to avoid most if not all health problems. In its beginnings, (though the focus has been lost), the Martin Luther King Health Center, sponsored by the former OEO, in the Bronx, New York was a good example of what we mean by a preventive instead of a curative approach.

3) C.E.T.A.: This has properly been one of the pieces of legislation with the most potential to deal with the real economic problems minorities confront. Instead a 1977 U.S. Department of Labor reported as one of its findings that the major manpower delivery system does not effectively deal with the problems confronted by Hispanic women. Excerpts of this report reflect the following:

- a) Although female participation in the training programs is high (close to 50%) less than 50% are placed in unsubsidized employment as compared to men and this figure is lower for Hispanic women.
- b) Considerable sex segregation existed as males were serviced by technical and trade schools, women were in Business schools and Hispanics were in Business and Adult Basic Education Institutions.
- c) Little or no attention was given to the development of non-traditional occupations for women.

Now, this does not mean that CETA funds should be rendered but rather that it be evaluated vigorously to detect which municipalities and states are serving adequate the target populations, specifically Hispanics. Also, it should be assured that Hispanic females are not being boxed into the lower strata of the labor force through placement in low paying jobs.

4) Education: Subsidies should be given to states for supplemental scholarships for Hispanic women. More bilingual programs at all levels of education must be established.

5) Housing: Inflation has affected Hispanic women badly in this area. This coupled with the shrinking mortgage market makes it most difficult for Hispanic women to own the long dreamed for house. On the other side of the coin, zoning restrictions and the policies of agencies such as H.F.A. in New Jersey which won't finance dwellings with more than two bedrooms make renting a nightmoare for Hispanic families which tend to be bigger than the national average. In this area HUD can take a leadership role in mandating the construction of such dwellings.

These highlighted facts and needs serve to dramatize the desperate situation of Hispanic women in this nation.

Hopefully, serious consideration will be given to our plight by you and other Senators and Congressmen.

Hon. Harrison Williams
Page 3
April 9, 1979

This dark cloud over the nation will only be chased away by your intervention and our involvement in the solutions.

Thank you for this opportunity to have our voice heard.

Respectfully yours,

Maria Ivetta Alfaro
Maria Ivetta Alfaro
on behalf of the Hispanic
Women's Committee of
New Jersey

MIA/er

Enclosure

S P E A K O U T

**THE VOICE OF THE HISPANIC WOMEN OF
NEW JERSEY**

**SUBMITTED TO: THE INTERNATIONAL WOMEN'S YEAR
CONFERENCE**

DOCUMENT PREPARED AND PRESENTED BY:

**COMITE MUJERES HISPANAS DE NEW JERSEY
HISPANIC WOMEN'S COMMITTEE OF NEW JERSEY
P.O. BOX 17
BORDENTOWN, N.J.**

The Following resolution was adopted in full at the International Women's Year Conference of N.J. held in Princeton, N.J. on June 18, 1977.

R E S O L U T I O N

WHEREAS the Hispanic Women of New Jersey will be unable to express their needs and present resolutions to those needs thru the workshops of this conference for varied factors, and

WHEREAS the IWY State Coordinating Committee recognizes the need for their input in this conference, and

WHEREAS the Comité de Mujeres Hispanas de New Jersey/ Hispanic Women's Committee of New Jersey has prepared a document which analyses the Hispanic women's needs in the areas of: Hispanic Women and Education, Bilingual/ Bicultural Day Care Services, The Welfare Syndrome and the Hispanic Women, Manpower Needs, Housing, Heritage and Oppression, Immigration, Hispanic women and the Law, Migrant Workers and Health services providing specific resolutions towards the specified needs, and

WHEREAS the IWY State Coordinating Committee recognizes and adopts the document presented herewith as a legitimate expression of the Hispanic women's needs;

BE- IT- RESOLVED that the IWY State Coordinating Committee presents this resolution and the attached document as if the same were set forth herein at length to the general session of the International Women's Year New Jersey State Conference for its full adoption.

(The rights to reproduce this document in parts or as a whole are reserved by the Hispanic Women's Committee of New Jersey.)

ACKNOWLEDGEMENT

The energy, the involvement, the disinterested giving of self and of time of those women who made this document possible must be given its proper value by all men and women of good will.

Above all, the contribution of the women mentioned below to a movement that affects the sexes and human beings of all ages and social interests in efforts towards self-determination through organizational activities must be recognized and acknowledged to be of importance to all humanity. These women have sacrificed and given of themselves for the betterment of all Hispanics by involving themselves in honorable womanhood for a historical purpose. These women are: Ivette Alfonso, Judy Cardona, Ida Castro, Lydia Cruz, Pat De Carlo, Eva Dominguez, Grace Friedman, Blanca Gonzalez, Lourdes Gonzalez, Maria Jimenez, Ana Klenicki, Margarita Lopez, Sonia Lorenzana, Raquel Medero, Carmen Mendez, Estela Mc Donnell, Ada Montare, Delia Redondo, Maria Rivera, Luz Rodriguez, Aurea Torres, Sara Torres, Iris Varra y Rosa Viscarrondo.

Some of these women have contributed to the writing of this document. Those women are: Ida Castro, Pat De Carlo, Grace Friedmen, Lourdes Gonzalez, Margarita Lopez, Raquel Medero, Carmen Mendez, Estela Mc Donnell y Maria Rivera.

But all of the women mentioned have contributed to the Hispanic womens cause without question or hesitation.

INTRODUCTION

The Hispanic Women Committee of New Jersey has prepared this position paper or document with the intent of bringing to the attention of the International Women's Year- New Jersey State Coordinating Conference Committee some of the realities facing Hispanic women in our state. The Hispanic women involved in the Committee further hope that this paper will motivate discussion at the International Women's Year - New Jersey Conference leading to an understanding of the similarities and differences between Hispanic and other women.

The Hispanic Women Committee of New Jersey consists of women from all walks of life with representation from urban and rural communities in the state. It is one among other results by Hispanic women living in this anglo-saxon society of efforts to organize for self-help and to obtain the respect due any women.

The problems of social, political and economic inequality confronting females generally are further complicated for Hispanic females because of a variety of historical ethnic and cultural reasons. It should be clear, for example, that to the problems faced by females in a male dominated society there must be added the problems faced by Hispanic females in a white-middle class male-female dominated society. The problems are compounded for the working hispanic women by the imposition of values from a powerful ruling group of male-female economic "superiors". (The Hispanics of N.J. as a whole are a working class group. There are very few professional or middle class hispanic women in the group, though the number is growing).

The Problems of social, political and economic inequality facing Hispanic women are epitomized by the lack of effort by state agencies to make their programs relevant to Hispanic women. It would seem that on all levels of government or institutional power social planning is done in a vacuum as far as Hispanic women are concerned. This is an understandable situation, however in light of the minimal efforts seen in social planning as far as the total Hispanic community is concerned. In this situation the evils inflicted upon the Hispanic group as a whole are further inflicted upon the Hispanic female by extension.

Additionally, Hispanic females come from different parts of the Spanish-speaking world, with a preponderance from the country of Puerto Rico. There are differences as to country of origin and there are differences as to generational and social orientations. To the challenge of understanding Hispanic womenhood is added the challenge of understanding the influences upon Hispanic females of different racial and historical antecedents. It is not surprising, therefore, that social planners, administrators and the non-hispanic male-female institutional leadership of the state and nation should be dumbfounded to the point of paralysis by the infinite variety of Hispanic womenhood.

This paper is a first effort in New Jersey at putting the issues in perspective for an understanding of the Hispanic female. It is a joint effort by various hispanic female writers at identifying their own problems. We hope it is read with an open mind and in good faith.

Heritage and Oppression of the Latin Women

The women's situation within our society is unequal and inferior. This inequality and inferiority is manifested in different forms from her counterpart, man. Women are not a minority, we comprise half of the population of the human race. Statistics reflect that throughout countries women are more than 50%. Furthermore, the woman is essential in the reproduction of the human being, she is the fundamental element for the continuation of the species. Linking this element to the contribution of women in social, economic and political life, we find that she still maintains a second place. These factors make it difficult and complex in analysing the position that women has occupied and the contributions she has made to society.

This position of inferiority varies among cultures, the economic situation of a particular country and the economic class from which it originates. Within this framework every country and every culture has it's particular characteristics; manifesting itself in different forms and styles of inequality that have been delegated to the hispanic woman.

Briefly we are going to discuss some of the particular characteristics in the latin culture and how this situation of oppression and of exploitation increases when we came in contact with the North American society.

The position of inferiority begins in the latin family, she is seen as beloved mother, passive woman, and emotional bond. The man is the provider, the guardian of honor, and the supreme chief. Regardless of age differences the man is given more importance than the woman.

Men do not allow themselves to dedicate time to household chores, but mothers, sisters and wives must submit themselves to serve them. As a result of this reality, economic dependence is reinforced and subordinated through judicial, political and social institutions.

Our culture embraces the religious belief of Catholicism which molds the women to serve man, reaffirming her docility, her kindness and sacrifice. We see the example of the old maid who is subjected to ridicule, joke and laughter, which society places her in. The man remains a bachelor and doesn't suffer these types of antagonisms. The old maid is called "jamona, se quedo para vestir santos" she stayed behind dressing the saints.

In the Spanish language we encounter an infinite number of clichés which degrade the woman and perpetuate her position of inequality and depreciates her intellectual capacity, examples:

The woman at home, the man in the park.
The woman at the window, a whore or in love.
Good women have no eyes nor ears.
Son of my daughter grandson he is, but son of my son, I don't know.

The sexual experience of the woman is limited, until she is married. She must maintain her virginity which is a symbol of purity, for the one who becomes her owner and lord. Reaching ludicrous and absurd levels, all questions posed to a mother by a child or a young girl of physiological changes in her body, are answered with, "wait until you are married, the man is the one that knows about it". "Good little girls do not touch themselves", and don't ask certain types of questions. This creates a difference between good and evil women. A woman who becomes pregnant

before she marries has a "mark" on her social record and is not considered equal as one who has married with veil and crown. Which implies that this is a dishonor to the family and the father must seek out his daughter's violator and reestablish the family's honor in order to save face.

The latin american working women has always been relegated to the most demeaning jobs, receiving the lowest wages and treatment meant for a slave, besides not receiving appropriate wages for her labor she does not receive the benefits to which she is entitled to. The absence of a medical plan denies her appropriate medical attention. There is a lack of educational and technical opportunities not only for economic stability but for personal growth. In addition to this when she is employed outside of the home, she is also responsible for all household chores, dividing these among the elder daughters.

We have mentioned the situation of the women within the family, religion, her sexual awareness, how the language is utilised to oppress her and her position as an exploited worker. Lets look at how oppression and exploitation increases when she comes in contact with northamerican society and culture.

In the United States, the promised land, the dreamed paradise, the gran northamerican nation, where all are equal in the eyes of God and the law, we arrive to a racist society. On arrival, Latin Americans encounter numerous problems--their scanty knowledge of English, differences in customs, (which is not understood by northamericans) experience in a racially mixed society which ill prepared them for confronting racial inequities. All these factors conspired to sour the "American dream". In particular, Puerto Ricans are American citizens, and they have a nostalgic

hope of returning to Puerto Rico, unlike the European immigrant.

In a report prepared by the United States Commission on Civil Rights the following facts were disclosed; one in twenty persons in the U.S. are hispanic. The Mexicans are the largest individual group with 6.7 million persons. The second largest group is the Puerto Rican community with a population of 1.7 million either born in Puerto Rico or of Puerto Rican parents living in the mainland. If we add to this the 3.1 million living in the Commonwealth of Puerto Rico we find that the number of U.S. citizens is rapidly approaching 5 million.

We have a different family structure, different ways of relating to one another and different forms of communication. The predominant religion is protestantism in the United States, with the main focus if you work hard there is the opportunity of upward mobility. A different language than ours and when we speak we speak with an accent. A different perspective on sex, and we may even say more liberated. A highly technological society with skilled workers and us unskilled workers in this society. We occupy the lowest paid jobs and are on the lowest economic scale, the Puerto Ricans have a further disadvantage and that is they are nationally one of the lowest earning groups and within the latin american society the lowest on the economic scale.

As a result of all these elements mentioned against the latin people, the woman occupies a lower level than the latin man. In addition to this we find a society that does not protect her, but maintains her in an even yet lower position than if she were in her own country.

In conclusion the Feminist Liberation Movement in this country attempts to promote changes in different ways, but those areas do not apply to the reality of the latin american woman. Our problem is a collective reality as latin american people and duplicated in the case of the woman which confronts a society with different characteristics, but does not recognise the equality of the woman and as a result our comrades sustain a superoir position.

DAY CARE - A HISPANIC PERSPECTIVE

The concern for day care among Hispanic women reflects some far reaching changes in family structure and economic pressures. A case in point is the situation of the Puerto Rican women (statistics taken from the U.S. Civil Rights Commission Report):

Puerto Rican women in the continental U.S.A. slightly outnumber men.

28% of Puerto Rican women head single parent households.

60% of Puerto Rican women head single parent households at the poverty income level.

Puerto Rican families have a higher proportion of young children as compared to Anglo groups.

Puerto Rican women occupy the lower rungs of the job opportunity ladder, hence tend to be underemployed or "discouraged workers".

Traditionally, child care has been the sole responsibility of women to be carried out by the mother herself or by the mother delegating the responsibility to another adult, usually a relative and/or close family friend, occasionally another sibling.

Economic and technological changes have affected family living, especially child care arrangements. Hispanic women, especially new arrivals, are in great conflict. They no longer can stay home, they no longer have an extended family to help them;

in short their family support mechanisms have decreased. On the other hand, their responsibilities are the same or have increased. Hispanic families are younger and larger than Anglo. Increasingly, Hispanic women are shouldering the responsibility of bread winning, in many cases totally, without male and/or family support.

While it is clear that Hispanic women need a child care system to bolster their role as head of households and family providers; it is also clear that Hispanics have avoided using "formal" avenues of child care for a multitude of reasons:

- 1) Money and economics is an issue - Puerto Rican women, given their low economic status, cannot afford to purchase care, especially with families with several children, that families with higher income sources can do.
- 2) Lack of familiarity with formal child care arrangements, culturally speaking, leaving a child in an institutional setting is foreign to Puerto Rican women.
- 3) Language barrier - formal admissions procedures can be a hassle for a limited English speaker, in part because so many questions are asked requiring so many replies and in part because many programs do not have a Spanish speaker on site to do translation and outreach.

- 4) Sex roles - Hispanic women from an early age are taught to be "house persons"; conditioning of this sort makes it difficult to enter the highly competitive job market in which American men and women must function in.

It has been found that New Jersey has 10 Hispanic Agency sponsored bilingual/bicultural Day Care programs, that Hispanic women will send their children to all day pre-schools when they feel their children are being taken care of in an environment that they can trust, in an environment whose values are similar to their own, in an environment in which their home language is spoken, in an environment which values their contributions.

RESOLUTION: Increased availability of bilingual/bicultural centers is a must. If more of these centers were available, they would be used in large scale. It is tragic that Title XX money has dried up just as our participation began. Our challenge is to reopen new funding for this purpose.

HOUSING AND THE HISPANIC WOMAN

The following is an attempt to describe the basic housing problems that New Jersey's Hispanic woman deals with during her daily activities.

Given the fact that housing is a controversial issue for all minority groups in New Jersey, we cannot ignore the sad reality surrounding Hispanic women specifically. Having migrated to this state, they brought with them a variety of socio-cultural attitudes and values. Within them we find: a strong desire to face reality regardless of how negative it may be; a high degree of respect toward childhood, since she considers this human development stage as extremely important one; a deep religious consciousness; an already defined role in society according to her sex; the need to learn to live with "what will the people say?"; and a considerable respect and appreciation for nature based on living closely in natural surroundings; and many other cultural benefits.

New Jersey's housing conditions impose on her the "amargura" of having to be confined to inhuman living conditions not experienced by her at any other time before.

The Hispanic woman is discriminated and morally abused by the present system. This statement might be true for other ethnic women living in New Jersey, but language barrier problems, as well as, the lack of a strong sense of self-direction are elements affecting Hispanic women in a larger extent than other poor ethnic women in this state.

They are being discriminated because:

- they are either living alone or are AFDC recipients.
Being a Hispanic single woman, or a Hispanic woman head of household seems to be a contagious disease for non-Hispanic residents of New Jersey.
- they are considered by the landlords as potential targets for sexual disputes. Even more they are seen as generators of physical damages to dwellings, as well as noise and disorder.
- they are not skillful on household repairs. Landlords dislike the fact that Hispanic women depend on them for any major and/or nominal repair that needs to be done.

Moral abuse is a big problem created by all discriminatory practices. Among some typical cases we can list the following:

- Since the search for a place to live is so discouraging, Hispanic women are forced to accept inhuman living con-

ditions, (run down apartments at very high costs).

- Landlords scare them by threatening with eviction procedures whenever they want to ignore the need to make repairs, (saving a few dollars but creating unhealthy living conditions for children and adults).
- Single Hispanic women and AFDC recipients are subject to landlords invasion of privacy, (entering dwelling at any time of the day under false pretenses).
- The redlining practices carry with them the creation of sort of "welfare hotels" types of dwellings. Since they are all forced to live within the same area, and since all apartments are designed to accommodate small families, overcrowding conditions emerge as a logical answer. Even the school systems react apprehensively against the situation, because this area of the municipality represents a burden to their budgets.

Obviously, it looks like there is no way out! Hispanic women and their children find themselves with no other alternative but to remain poor!

Alienation becomes to be a way of life. An apparent indifference toward poverty prevails. The only hope is to return to their homeland, but still, economical stability represents a major concern. In presence of this dilemma, self-direction represents an unreachable goal!

RESOLUTION: Based upon the factors discussed above, the Committee therefore resolves that:

Governmental agencies should foster improved housing conditions through creative housing policies that promote adequate housing facilities for Hispanic families. These policies must be consistent with the structure and value system of the Hispanic family. Building codes, municipal ordinances and "land use" practices must be adjusted and adapted to the needs of the Hispanic family. An immediate stop should be put to "redlining" and any discriminatory "de facto" measures contained in current building codes, municipal ordinances and "land use" practices.

THE WELFARE "SYNDROME" AND THE HISPANIC WOMAN:

The present Welfare system perpetuates the cycle of dependence, despair and isolation from the larger society in all women. However, the impact of this system on the Hispanic woman is magnified due to the cultural shock, the language barrier and unfamiliarity with the dominant Anglo culture and *modus vivendi*. The welfare system, as it operates today, is a "charity" business which does not attempt to provide options to the Hispanic woman to transform her condition or tools to fight against the oppressive forces of poverty. At its best, this system merely secures this woman's and her family's survival in the ghetto and in sub-human conditions. This woman, whose exposure is limited to the confines of the family unit and the ghetto in which the family is inserted, is fully absorbed in trying to deal with the basic survival needs of herself and her family. She is solely familiar with traditional roles, lacking skills and formal education to advance her socio-economic condition she is forced to turn to "Welfare" as the only source of income. Oftentimes this woman is the head of a household for which she has to assume total responsibility. If she dares to venture into the job market, she is forced to accept very low-paying menial jobs of unskilled nature which are often transient and seasonal giving her no security or stability. This woman is an essential constituent of a cheap labor pool and is defenseless against the exploitation of ruthless

and selfish business interests. She is in and out of "welfare" depending on the fluctuation of economic cycles. Inasmuch as she only qualifies for very low paying jobs, which barely provide income comparable to the income she can obtain through "welfare", there is very little incentive for her to seek employment since the employment she can obtain is neither meaningful nor purposeful in terms of her and her family's socio-economic advance.

Furthermore, the present welfare regulations have made a very destructive encroachment upon the intactness of the family unit by almost requiring the absence of a father/husband from the household in order for the family to get desperately needed assistance. Additionally, the stigma attached to being a welfare recipient and the usual language barrier between the welfare worker and the Hispanic recipient contribute to the impoverishment of the Hispanic woman's self-concept. The Welfare delivery system does not acknowledge her values, language or cultural tradition. Even when delivering services, governmental mechanisms impose the values and mechanism of the dominating Anglo-culture.

Evidently, the present inadequacy of the welfare system ultimately constitutes a denial of constructive and purposeful assistance to Hispanic women in order to aid and sustain their transition from poverty to self-support and self sufficiency.

RESOLUTION: In view of the above, the only possible recommendation is the creation of an assistance program geared to promote the development of the human potential that Hispanic women are endowed with, as all other women, as the most important resource in their struggle against poverty. This entails providing women tools such as education, skills meaningful jobs, adequate child care services, adequate housing options, etc.

HUMAN RESOURCE NEEDS:

It is a well known fact that in the State of New Jersey there are little or no statistics concerning Hispanics and even less when referring to Hispanic Women specifically. Although exact figures nor up-dated ones are available, one can generalize data based on the 1970 Census and arrive at certain basic but fundamental conclusions with respect to certain areas.

The hispanic women who generally migrate to New Jersey have been those with little or no skills, low levels of education and thus, economically disadvantaged. These factors combined with cultural traits that limit her own development and lack of knowledge of the English Language have generally confined Hispanic women to the low-paying, bottom scale jobs.

The Hispanic Women in the world of work face numerous obstacles that prevent her development of skills and leadership. Generally, when married, their husbands tend to limit the amount and degree of activity she will engage in outside the household. Her own beliefs and cultural tradition as sacrificed mother, give her immense guilt feelings when she leaves her children with others to be cared for while she's at work. These factors in turn inhibit her participation in

further activities directly or indirectly related to work, such as participation in meetings ie., work related or union meetings and furthering her education thru part-time school. The low levels of education and general lack of experience limit her access to those jobs where employers do not discriminate against them because they are women... or hispanics.

Therefore, it should be clearly understood that the majority of the Hispanic women do work because of Economic need, unlike most of the married women, with the exception of blacks, that generally work because they wish to supplement the husband's income in order to have access to luxuries, otherwise un-affordable. The wages earned by Hispanic men are generally so low that without the added income of the female it would be impossible for them to live according to the minimum standards of this society.

It is easy to understand then why 29% of all Hispanic women in the State are at the lower levels in the clerical areas, 28% are operatives, 24% in services and 5% in sales with approximately 9% spread out in the administrative, professional and technical fields.

In addition, it is also a known fact that minorities have double the official unemployment rate of a given area. This is compounded for Hispanic Female workers due to language barriers, which is not a problem for other minorities.

The manpower needs are great for this segment of the population, and worse for the females heads of household

unprepared and not used to the burdens of this responsibility. Hispanic women have the same potential as other men and women to learn and assume meaningful responsibilities in jobs and careers. Manpower services, however, have not been geared towards providing these opportunities to our women. In a 1977 U. S. Department of Labor Report it was found that the Comprehensive Employment and Training Act (CETA) the major manpower delivery system does not effectively deal with the problems confronted by women, especially those faced by Hispanics and Blacks. As part of the report it includes information such as the following:

- a) Although women participate in high figures (close to 50%) in the training programs less than 50% are placed in unsubsidized employment as compared to men. This figure is even higher for Hispanic Women.
- b) Considerable sex segregation existed, where males were being served generally by technical and trade schools, women were by business schools and hispanics in business and Adult Basic Education institutions.
- c) Little attention has been given to the development of non-traditional occupations for women in general. One can safely assume that less attention has been given to the problems and concerns of Hispanic Women.
- d) Participation of Women on policymaking levels was minimal and there are other factors which would make this

discussion overwhelming.

In New Jersey, specifically, only 12% of the total participants served were hispanics of which one could assume approximately 5 to 6% were female. Of these hispanics, 80% were receiving services under Title I, the educational and training component where participants generally receive stipends (\$2.50 per hr.), and 18% were in Public Service Employment, where participants may receive up to \$10,000 per year in addition to fringe benefits. Most hispanic placements occur, once again, in low scale, low paying jobs where chances are they would have been hired without CETA intervention.

With the increasing numbers of hispanic female heads of households and the high unemployment rate existing in the Hispanic community, it seems obvious that there is an urgent need for customized manpower services designed to meet the need of our population, and specifically those pertaining to our women.

RESOLUTION:

It is in this spirit the Committee resolves that immediate action be taken on the following:

- a. That because little or no statistics have been gathered with respect to hispanics, men and women, at either state or federal levels, the proper authorities must take the necessary action to gather sufficient data on all characteristics of the Hispanic population, by country origin, immediately.

b. That all Prime Sponsors, including the balance of the state, take under consideration the special needs of this segment and develop programs designed for us in order to ensure unsubsidized employment and the upgrading of our economical status.

c. That those Prime Sponsors with high pockets of hispanic population, be forced by adequate state and federal monitoring, to service the needs of our population in an effective and efficient manner.

d. That affirmative action rules and regulations be effectively implemented and properly monitored throughout the State.

e. That programs be generated where jobs may be created so that our women can work and be self-sufficient.

HISPANIC WOMEN AND EDUCATION:

The education system of the United States, which has traditionally been regarded as the passport for minorities to enter the mainstream of society, has failed miserably in this role vis-a-vis Hispanics and specifically Hispanic and Puerto Rican Women.

Failure of the educational system as it regards to Hispanic and Puerto Rican women can be documented at several levels. Among these, lack of counseling services to encourage and promote advanced education for Hispanic and Puerto Rican female high school students; lack of bilingual programs for students of limited English speaking ability; lack of vocational and career education focusing on the needs of unemployed Hispanic and Puerto Rican women.

To better illustrate, let us examine each of these areas singularly.

Lack of Counseling Services to Promote and
Encourage Advanced Education for Hispanic
and Puerto Rican Female High School Students.

There are 87, 329 Hispanic and Puerto Rican students enrolled in New Jersey's public schools, of those approximately 50% or more are females. The majority of these females come from low-income or below the poverty level households where higher education is not seen as an attainable goal - or if

it is - it is often seen as an opportunity for the male children rather than the female.

Educational counseling services must be specially developed through the public schools in order to (1) develop an awareness among Hispanic and Puerto Rican females of higher education opportunities which are affordable through state and federal grant programs, (2) provide counseling services to Hispanic and Puerto Rican women to higher education fields of concentration other than those in which they traditionally enroll, and (3) provide counseling services for Hispanic and Puerto Rican parents which will lead to better understanding of higher education opportunities for their female children.

Unless aggressive efforts are undertaken to ensure that Hispanic and Puerto Rican women benefit from diverse higher education opportunities; the number of Hispanic and Puerto Rican females enrolled in colleges will continue to be a gross underrepresentation of this population.

Lack of Bilingual Programs for Students of
Limited English Speaking Ability

Although Governor Brendan Byrne signed into law, in 1975, a Bilingual Education Act mandating that all New Jersey school districts with 20 or more students of limited English speaking ability within one language classification must offer

a full time bilingual program, few school districts in New Jersey are complying with that provision within the law. 50% or more of the total limited English speaking ability student population identified for New Jersey are being denied their equal educational opportunities rights in school districts throughout New Jersey that refuse to implement the Bilingual Education Act.

In those few school districts which are implementing a semblance of bilingual education program, it is found that they utilize outdated spanish books which are not representative of the Hispanic and Puerto Rican communities and culture, worse yet, many of these books propagate the idea of Hispanic and Puerto Rican female children as being in training to assume their ultimate role -- that of childbearer and wife within the traditional nuclear family setting.

Vocational and Career Education Focusing
of the Needs of Unemployed Hispanic and
Puerto Rican women

According to the 1970 New Jersey Census only 37.1% of Puerto Rican women were participating in the labor force, in comparison with 41.5% of White women and 51.8% of Black women. The percentage of unemployed Puerto Rican women was 9.9% in comparison with 4.7% of white women and 7.3% of black women. Although these figures accurately state the magnitude

of the problem, it would be much higher if they took into account the large numbers who have given up hope of finding work.

Puerto Rican and Hispanic women are for the most part employed in the category of unskilled work and operatives.

Vocational programs which are state and federally subsidized have no recruitment efforts nor specially designed programs to serve this population. Much of the problem lies in the fact that virtually none of these programs hire Spanish speaking instructors nor make their programs available in a language other than English.

RESOLUTION:

In order for Hispanic and Puerto Rican female students to be afforded an equal educational opportunity, the state, through the Department of Education, must assume a stronger leadership in enforcing the Bilingual Education Act to promote the creation of programs that are: (1) pedagogically sound, (2) culturally and Historically relevant to the target population and (3) make Hispanic and Puerto Rican children aware of the changing role of women within modern society.

RESOLUTION:

Taking into consideration that Public Law 94-482 Vocational Education Section (Title II) of the Education Amendments specifically states that \$50,000 must be allocated to "assign full-time personnel to assist in creating awareness

of programs to reduce sex stereotyping, to monitor enforcement of laws prohibiting sex discrimination, and to gather related data", it is strongly recommended that a portion of these funds be utilized to provide for the needs of Hispanic and Puerto Rican women.

RESOLUTION:

Based on the above we resolve that the State legislature ammend the present Bilingual Education Act to include all Hispanic children, rather than limiting the services to those who they consider to have extreme limited English speaking ability. The State must revise the current procedures of delivery of services and ensure that all Boards of Education deliver these services to the hispanic children in general, and not only to those who they decide on based on their own standards.

Migrant Workers:

Hispanic women have been exposed to migratory experience longer than probably most women. In Puerto Rico, for example, men who worked in sugar cane plantations would have to travel for days to get to their area of work due to no adequate transportation system. Women, therefore, were forced to live a dual role, one of passiveness when the husband was present and; one of leadership and authority whenever the husband was not around, which usually lasted an average of six months out of every year. When the Puerto Rican economy started shifting from agricultural to industrial, many of these once farmworkers found themselves out of work and with no place to go. Migration in large scale started approximately in 1946 where 40,000 Puerto Ricans left the island to go to the land of opportunity. If it was impossible for the women to accompany her husband to the mainland, the women were then faced with unsurmountable problems. Assuming total responsibilities of the household could have been sufficient trauma, but when one pairs this with the fact that Puerto Rico does not have a viable Welfare system, that once husbands left they could not send sufficient money, there were no jobs available and they were left with the responsibility of a family of 4 or more, the situation then looks without hope. Women were forced to seek gainful employment anyway due to economical problems. Where traditionally their responsibilities were exclusively the home, now, they had to work for wages in order to ensure family

survival. The hispanic families that migrated to the north-eastern states to work in farms were subjected to many abuses by their employers. Needless to say that their housing, wages and working conditions were less than human. These factors had a serious impact on women, their health, status and their children. The Government of Puerto Rico then created the Puerto Rican Agricultural Program(1946-48) in order to deal with the horrible conditions faced by the workers and their families. Although this program in many ways did benefit the Puerto Rican worker, working conditions up to this date are still poor and workers lack proper vehicles where they could ventilate their grievances in adequate ways.

During the past, New Jersey State Legislature had been reasonably responsive to the farmworkers' needs and had passed on a series of regulations and minimum standards designed to force the employer to treat the workers in a decent manner. These standards were enforced by the Commonwealth of Puerto Rico and the N.J. Migrant Labor Bureau. With the upcoming of OSHA (1974-75) all the past efforts have been ignored and trampled on. As OSHA took over the jurisdiction in N.J. the other offices were no longer able to enforce the State legislature. The Migrant Labor Bureau was dissolved here and the Commonwealth of Puerto Rico deals only with those Puerto Ricans under contractual agreement, excluding those who migrate on their own and the non-Puerto Rican Hispanics. who works in the fields.

IMMIGRATION

Every year, numerous women enter the United States, seeking a better life for themselves and their families. They come from Mexico, Santo Domingo, Columbia and elsewhere. Places where it is difficult to earn sufficient money to adequately house, feed and clothe one's children. They have no protection under the immigration laws, and are subject to deportation upon being found, although they might have lived here several years, have jobs where they performed well, and have never been in any trouble. Their presence is opposed because they are taking jobs from American workers when America has many unemployed workers.

After a resident alien applies for citizenship, it sometimes takes two or three years for the application to be processed. This delay prolongs the time in which women are unable to fully participate in American life.

Applicants for citizenship must take a test dealing with the workings of the American system. This test is given only in English. However, languages are difficult to learn, especially for older women who tend to have a lower educational level than men given the lack of importance given to women's education.

The preference system, in which people with skills are allowed to immigrate more easily, rob Hispanic countries of those skills. On the other hand, it denies entrance to the lesser skilled; those who would benefit greatest by immigration.

Hispanic Woman and the Law

Although Hispanic women share most of the same problems as the rest of the women in this society, there are problems that are unique to the hispanic woman due to our historical and cultural traditions.

Given the all-encompassing nature of the legal system, it is not surprising that hispanic women find it to be one of the most oppressive institutions in this country. The oppression stems from our status as women within legal system that discriminates against women. It is compounded by the fact that we speak a different language and that our cultural heritage has a legal system based on Roman Law rather than common-law. Added to this, is the economic situation faced by the hispanic community in New Jersey and the consequent lack of resources necessary to effectively use the law for one's benefit.

Even though laws beneficial to women may be adopted, the hispanic women will not benefit from them. They will not be able to read the laws as it will be written in english. Even if she could read english, materials explaining the law will not be widely available in her community. Her lawyer, if she can pay for one, will not speak her language. If she can not pay for one, she will probably not get one. If she goes to the police or to the courts they will not speak her language, nor provide a translator.

The hispanic woman, therefore finds herself thoroughly

confused and alienated from a legal system that she does not understand, that she cannot relate to, and that is economically beyond her reach. As a practical result, hispanic women's most basic rights are continuously violated--her landlord illegally locks her out; her welfare check is erroneously reduced or terminated; her child is arrested and locked-up without explanation. At no time, does she know her rights, assert her rights or is informed of her rights (in a manner understandable to her).

Other problems develop as a result of the unique cultural traditions that are not understood or accepted in this country. Hispanic women follow a tradition of using their father's and mother's surname as their last full name. Institutions and bureaucracy's and up ~~misfiling their names~~ by taking the father's surname and labeling it "middle name" and then the mother's surname is identified as their last name. The bureaucracy further confused hispanic names, when a woman marries. Traditionally she drops her mother's surname, keeps her father's surname and adds her husband's surname. The importance, to the woman of keeping her father's surname after marriage, aside from maintaining her own identity, that her children may inherit both her last name and that of her husband's. The practice refusing to accept both surnames as legitimate last names has created not only massive institutional bungling and consequent loss of benefits (social security, birth certificates) but also created illegitimate children where there have been none. In these instances, the institution has taken the last surname (i.e. mother's) and made the legal last name. Thus, the child is labeled illegitimate.

Still other problems develop where hispanic women rely on that legal system, previously known to them. Many hispanic women

are involved in what is generally known as a common-law marriage. As opposed to the current fad of living together, these marriages are as long lasting and stable as any "legal" marriage. They are accepted as such in our communities and the children as seen and recognized as the legitimate offspring of that marriage. Particularly women from Puerto Rico feel no incentive to be legally married as the laws in Puerto Rico do not discriminate between legitimate and illegitimate children when it comes to inheritance rights. This situation creates a double burden on the Puerto Rican woman. Not only is she seen as a mistress and her children as illegitimate, but further, her rights, as she knows them in Puerto Rico, are violated as neither she nor her children are entitled to inheritance rights. This is particularly true of Social Security benefits which deny survivor's benefits to those women whose marriage is not legally recognized by their particular state.

Lastly, other issues of importance to Hispanic women are the result of our historical and political development. In 1954, Lolita Lebron a member of the Puerto Rican Nationalist Party, and a mother of two children, participated together with three other persons in an assault against Congress in order to focus attention on the colonial status of Puerto Rico, then being discussed at the United Nations. Although no one died as a result of the action, Lolita was convicted and sentenced to seventy-five years at the Federal Penitentiary. Lolita's two children have died while she has been in prison. Lolita and her comrades are presently the longest held political prisoners in the entire Western Hemisphere. Local, national and international groups have asked that the five prisoners be released. Kenneth Roberts, ex congressman from Alabama who was injured during the incident has also asked for

their release.

RESOLUTION:

Considering the immense adverse impact that the factors mentioned above have on the Hispanic women and their children, in rural and semi-rural areas, we resolve the following:

- 1) That all workers be covered by a contract where minimum standards are set and rights guaranteed.
- 2) That all workers be allowed to collectively organize without fear of employer intervention, whether they are covered under the contract with the Commonwealth of Puerto Rico or not.
- 3) That the office of Legal Services become equally involved with the contractual and non-contractual worker.
- 4) That the State develop and establish proper mechanisms and procedures to enforce current Migrant Worker legislation and continue to develop further legislation which would help alleviate the problems of this segment.
- 5) That the Migrant Worker Educational Program be restructured in such a way that it guarantees the children of these workers the equivalent education that any other child in this state would receive and therefore, discontinue the current "Paperwork Program".

RESOLUTION:

That amnesty be given to all "illegal aliens" and that there be jobs for all workers living here, with the government as employer of last resort.

RESOLUTION:

That political asylum be granted in a non-discriminating manner to people of all countries requesting it.

RESOLUTION:

That applications for citizenship be processed within nine months.

RESOLUTION:

That the citizenship test be in the language of origin.

RESOLUTION:

That the preference system for skilled workers be eliminated. Again, considering the lack of importance placed on educating women, in Hispanic countries, the unskilled workers seeking entrance to the United States are very often women.

RESOLUTION:

That the State and National government make available to hispanic women informational and educational materials that apprise them of their rights, bilingual personnel in all institutions and agencies which affect their legal rights.

RESOLUTION:

That the State of New Jersey and the Federal Government enable legislation that allows automatically for the use of both surnames as the legally accepted last name, both in the case of children inheriting the father's and mother's surname, and also in the case of married women retaining their maiden name, plus their husband's name.

RESOLUTION:

That State and Federal legislation be passed that recognizes all children as legitimate and with equal rights as long as paternity is established.

RESOLUTION:

That in the spirit of "human rights" the Federal Government unconditionally release Lolita Lebron and her four companions, therefore ending the imprisonment of the longest held political prisoners in the Western Hemisphere.

HISPANIC WOMEN AND HEALTH

The United States is the only industrial nation without National Health and with visible problem of fraud in medicine.

The poor people of this country have suffered in more ways imaginable under the present health delivery system. Ironically enough, even the system is misnamed. We do not have a health delivery system. We are controlled by a medical delivery system modeled after the self-interest of the medical profession and industry. While wealth American interest is supported by most, if not all, current governmental policies, the poor, and underprivileged suffer the consequences.

Hispanics in this country constitute over 25% of our nations' populations. For years we have been struggling to achieve optimum levels of health, social and educational standards, but have not been given the support necessary to attain these goals.

Certainly, many programs have been initiated to combat the inadequacies that Hispanics are confronted with in the health delivery system, but evaluation has demonstrated that the probability of these programs creating any meaningful change was small.

Obvious problems such as the inavailability of bilingual health professionals, doctors, nurses, administrators, etc., and the

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inaccessibility of "acceptable" health services, including mental health within the community, as well as the lack of bilingual educational and supportive systems, stem from a total disregard for Hispanic needs. There is no "true" commitment on the part of our National and State legislators, to ameliorate the conditions which plague our communities. Those in policy-making positions have chosen to ignore the crises of our children when they are bitten by rats and suffer from malnutrition. They have chosen to turn their backs on our women who are left sterile after unnecessary surgery in YOUR teaching hospitals, and who are used time and time again as "teaching material" for the good of medicine.

They choose not to see the deterioration of our family unit since the advent of the drug abuse crisis, not to mention alcoholism and the unavailability of a workable mental health system that is sensitive to the needs of the Hispanics.

More than enough studies have been conducted to determine the problems and afflictions of Hispanics. We are ready for the solutions.

We, the Committee for Hispanic Women of the State of New Jersey, demand that this conference adopt the following resolution with the understanding that your choice not to do so will reflect the discriminatory attitude which prevails in our society.

Resolutions

1. Support and actively advocate the enactment of the Health

Security Program in the 95th Congress.

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2. Investigate to insure active representation of Hispanic women on each of the five Regional Health Systems Agency's Governing Body, as well as other State and Local planning units.
3. Promote the establishment of a statewide bilingual health education program which will serve to educate Hispanics of
1) the services available, 2) the application of good personal health habits and 3) the necessity of thinking in terms of preventive health habits.

New directions for Women

BOX 27, DOVER, NEW JERSEY 07801

(201) 366-6036

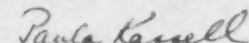
Senator Harrison A. Williams, Jr., Chair
Senate Committee on Human Resources
Senate Office Building
Washington, D. C. 20510

Dear Senator Williams:

In response to your letter of April 2, my statement in connection with the policy oversight hearings, The Coming Decade: American Women and Human Resources Policies and Programs, is enclosed.

I very much appreciate the opportunity to communicate my concerns to you and the committee.

Yours for equality,



Paula S. Kassell
Founder and Associate Editor

THE COMING DECADE:
AMERICAN WOMEN AND HUMAN RESOURCES POLICIES AND PROGRAMS
A Statement Submitted to the U. S. Senate Committee on Human Resources
by

Paula Kassell, Founder and Associate Editor
New Directions for Women
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Submitted at the Request of Senator Harrison A. Williams, Jr., Committee Chair

May 1979

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THE COMING DECADE
AMERICAN WOMEN AND HUMAN RESOURCES POLICIES AND PROGRAMS

Paula Kassell

CONGRESS DOES NOT HAVE THE INFORMATION IT NEEDS
TO FORM POLICIES AND PROGRAMS AFFECTING WOMEN

"People make decisions on the basis of the information available to them."¹ Citizens of the United States live under laws passed by Congress on the basis of the information available to the Senators and Representatives.

The Senate Committee on Labor and Human Resources is therefore to be commended for its comprehensive policy oversight hearings, The Coming Decade: American Women and Human Resources Policies and Programs, at which many women testified. The committee must be particularly commended for listening to grassroots women speaking for themselves, through the National Commission on Working Women.

I hope the committee continues and expands this practice of listening to the everyday problems of ordinary. "Any exploration of that corner of the labor market devoted to part-time help in New York City today reveals the actual workings of innumerable government programs, from day care to social security. I don't suppose a Congressional committee could easily collect as much testimony as I have been given (by my cleaning women)."²

How many women were on the Senate-House conference committee that came up with the Hyde amendment "compromise" wording that has succeeded in reducing federally funded Medicaid abortions by 99 percent?³ This result could have been anticipated if the Congress had sought and compiled sufficient and correct information.

The ability of Congress to collect the information it needs is jeopardized in four ways that I wish to call to the committee's attention, with brief remarks about some specific effects.

Library of Congress

The Library of Congress is not collecting up-to-date information about the lives and concerns of women. It does not have in its holdings the news reported by women about what has happened in the past decade, so it cannot be expected to provide insight about the coming decade, which the committee is seeking. Of the hundreds of periodicals

put on the market by feminists since 1970 and listed in the Directory of Women's Media published by Women's Institute for Freedom of the Press,¹ the Library of Congress holds the complete set of only two and scattered or single issues of several others (it has, for example, one issue of New Directions for Women, Winter 1973). Last month I learned from a television documentary about the Library of Congress that it receives 117,000 periodicals.

Federal Executive Departments

The executive departments of the federal government have very few women in the upper management grades, and the programs they promulgate often discriminate against women. For example, in the Department of Agriculture's Science and Education Agency-Extension (formerly the Extension Service), Agriculture's most important education agency, the following problem was identified: "Extension programs and services were formerly provided on a strictly sex-segregated basis, and programs for women tended to be limited to traditional women's concerns, such as home economics. Even today, extension service personnel in some states are still classified separately according to sex—men are county extension agents, women are 'home economists.' In one state (Arkansas), this overt sex-based distinction has been eliminated, but position descriptions and vacancy announcements are color-coded. Those for 'county extension agents' are printed on blue paper, and those for 'home economists' are on pink paper."⁴

Senate and House Staffs

Members of Congress themselves have very few women in the upper management levels of their own staffs and committee staffs. There is also evidence that the trend is to pay males significantly more than females in the same job categories.⁵ It is unconscionable that Congress exempts itself from the Equal Pay Act of 1963 and the Civil Rights Act of 1964.

"That it is important to have women well represented in top levels of agencies with responsibility for equality is illustrated by the experience in Belgium. Writing in the March-April 1977 issue of ILO's International Labor Review, C. Pichault reports that the 'problems of women's employment take a back seat because there are so many other problems to consider and the bodies concerned are run almost exclusively by men...It has to be admitted that action on behalf of women is not

THE COMING DECADE: AMERICAN WOMEN

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Paula Kassell

pursued with great energy....' He attributes much of the progress that has been made by the Belgian Commission on the Employment of Women to the fact that it is composed chiefly of women and that they bring commitment and perseverance to their task.

"Other benefits of women's representation in all levels of the occupational hierarchy are demonstrated in new research conducted on women's employment in New York State government. The researcher, Susan Mackenzie, found that although the civil service system officially provides for advancement based on merit, wherever the distribution of women in management positions was high, women in lower level positions were far more likely to be moved up into jobs appropriate to their skills. Appointment of women to decision making posts may well be the surest way of providing equal opportunity to women generally."⁶

Members of Congress

Only 17 women sit in the Senate and House, depriving many committees and every male member of Congress of in-depth, varied and ever present women's points of view.

THE LAWS AGAINST DISCRIMINATION ARE NOT ENFORCED

The miserable record of the Equal Employment Opportunity Commission, the Labor Department and the Department of Health, Education and Welfare in enforcing the laws against sex discrimination needs no documentation here. There is hope that the reorganization of enforcement responsibilities taking place in 1978 and 1979 will improve the situation. Congress needs to monitor the results rigorously in order to take prompt action if further legislative changes are required. This is of direct interest to the committee because of the vast waste of human resources caused by discrimination.

"Title VI of the Civil Rights Act of 1964...prohibits discrimination in programs receiving federal financial assistance on the basis of race, color or national origin, but not on the basis of sex. Many federal grant programs contain their own nondiscrimination provisions applicable to that particular program, and some of these provisions do include sex. In addition, Title IX of the Education Amendments of 1972...prohibits discrimination on the basis of sex in any educational program or activity receiving federal funds....(A) sex is not included in Title VI on which most agencies' primary civil rights enforcement efforts are

based, sex discrimination is not included within those primary enforcement efforts...

"Enforcement efforts have been particularly lacking under Title IX. The Department of Health, Education and Welfare, which administers most federally assisted education programs, did not promulgate final regulations implementing Title IX until July, 1975. Today, three years later, only one other agency, the Department of Agriculture, has published proposed Title IX regulations. See 'The unenforced Law: Title IX Activity by Federal Agencies Other Than HEW,' Report of the National Advisory Council on Women's Educational Programs, 1978.

"The Task Force, therefore, recommends:...That the President submit to Congress and support the enactment of legislation to prohibit sex discrimination in all federally assisted programs in the same manner that discrimination on the bases of race, color and national origin is prohibited under Title VI..."⁴

LEGISLATION AND APPROPRIATIONS THAT WILL AID WOMEN

To enhance the quality of women's lives today and serve the advancement of women into positions of equality and leadership in every facet of life during the coming decade, I urge that Congress give prompt attention to the following legislation, seeking advice and detailed information from knowledgeable women, especially the women in Congress.

1. Removal of all restrictions against federal Medicaid funding for abortions.
2. Social Security Act revision.
3. Veteran's preference revision.
4. Removal of all discrimination against women in all branches of the armed forces. At present there are discriminatory entrance requirements, assignment restrictions, and a restrictive quota on the number of women to be admitted.

Very careful consideration must be given to the effects on women of reinstituting a military draft or registrations for military or other service. The possible adverse affect on the ratification of the Equal Rights Amendment must be thoroughly assessed.

5. Public financing of Congressional election campaigns.
6. New and increased funding, rather than budget cuts, for:

- (1) Services to teen agers for family planning, pregnancy, contraception, and abortion.
- (2) Shelters and services for battered women.
- (3) Welfare recipients, at the very least to compensate for inflation.
- (4) Women's Educational Equity Act.
- 7. Decreased spending on military defense.

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NEW DIRECTIONS FOR WOMEN

SPRING 1979

EQUAL PAY

Separate and not equal in the workplace

Paula Kassell

This started out to be an article or two about why the earnings gap between women and men is continuing unchanged well into the second decade of the Equal Pay Act. We found that the problem has so many facets as a diamond and may be as hard to scratch. We now plan a continuing column.

Despite the fervent belief in "equal pay for equal work," few are aware that there is hardly any equal work.

Edward Kelly, the Women's Bureau economist who writes the annual earnings gap reports, says: "We can't compare wages in similar jobs because the average woman worker and the average man worker just don't have the same jobs." The earnings gap rate has to be based on comparing the wages of all women and all men who work full time year round.

During the past 25 years, women earned, on the average, about 59 cents for every dollar earned by their male counterparts. In 1955 the ratio was at its highest — almost 64 cents. Since then it has dipped as low as 53 cents (1967). In 1977, the latest figure, it was under 58 cents: the median annual earnings of full-time, year-round women workers were only \$3,632 while men's were \$14,685. Professional women do a little better: \$10,126 against \$14,555.

One reason that no real change has occurred in the earnings gap, is that about 59 percent of the female workforce is in the low-paying, dead-end traditional female jobs and excluded from the lucrative traditional male jobs with potential. Women are:

1 64 percent of bank tellers, 25 percent of bank officials and managers,

1 65 percent of health service workers, 32 percent of physicians,

1 70 percent of school teachers, 28 percent of school administrators,

1 90 percent of secretaries, 18 percent of managers and administrators.

No change is expected in the foreseeable future.

Even in the occupations completely dominated by women, men are on the top of the salary heap. Among clerical workers (70 percent are women), women are earning 64 cents to the men's dollar. This is because in many companies there are several clerical grade levels or job titles. "The man off the street tends to be hired into one classification, the woman off the street into another," explained Frank McGowan, director of the Labor Department's Equal Pay Division.

Women who observe this can despair what he calls "a rational nightmare" that wage discrimination is taking place. And that is enough to warrant a complaint to the nearest equal pay enforce-



Now I try me down to doing
I pray the Lord my job to keep
Should a woman have a woman's
I thank the Lord and I get me my pay!

Linda Pryor, Executive Paula's Digest, publication of National Association for Paula's Digest

ment office, listed in telephone directories under U.S. Government, Labor Department, Wage and Hour Division.

The division, not the suspicious woman, makes the investigation, and her name is held in strict confidence, as required by the Equal Pay Act. "Anonymity has worked absolutely," McGowan declared. "We don't even tell the employer we have a complaint." He is certain complainants' names will continue to be protected when the Equal Employment Opportunity Commission (EEOC) takes over Equal Pay Act enforcement from the Labor Department on July 1 of this year.

The enforcement agency can examine the company's pay scales and practices across the board, not just for the job or department that sparked the complaint. Ignoring job titles and grade classifications, the division looks for jobs with different pay scales although they are substantially equal in (1) responsibility, (2) education and training required, and (3) physical or mental effort needed. In this way, they come up with equal work within the definition of the law without having to find women and men doing exactly the same job.

It is easier to ferret out unequal pay for equal work hiding behind different job titles at low-skill levels. McGowan cited the "Girl Friday" who trains a parade of male administrative

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In the workplace

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assistants who then pass her by on their way to the management ladder.

Numerous examples that have yielded to court suits and back-pay settlements are female nurses' aides versus male orderlies, maids versus janitors, and inspectors versus packers. Other examples are retail buyers or salesclerks, where women handle "soft line" merchandise and are paid less than men handling "hard lines" such as major appliances.

Investigation of professional salaries uncovers inequities that are no different from those of maids and nurses' aides. A 1973 survey of chemists' salaries by the American Chemical Society showed that median salaries for men with bachelor degrees was \$16,600 but for women was \$12,500 (70¢ for women for each male dollar). For Ph.D.s the medians were \$19,400 and \$14,300 (75¢ on the dollar).

Examples could be cited endlessly, with every year's statistics for every profession yielding similar stories BECAUSE THE MEDIAN INCOME OF WOMEN COLLEGE GRADUATES IS LOWER THAN MEN'S WITH ONLY A HIGH-SCHOOL EDUCATION.

In each employed woman must either close her mind to the facts or speculate: Is my company (university, agency) an exception? Am I being paid as much as Mr. X? How can I know for sure?

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The next column will describe the techniques women are developing to ferret out wage information where they work. If you have succeeded in finding out how your pay stacks up against the men's, let us know the methods you used. And what you did about it. If you have tried and failed, we want to know about that, too. Your identity will not be revealed if you so request.

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NEW DIRECTIONS FOR WOMEN

PAGE 9

7-Year Retrospective 1972-1979 Both good news . . . and bad

Paula K. Kassett

OUR DREAMS

We have had some painful battles in the past seven years. But we are winning the war. Nothing is our loss at the same, as one is unleashed.

In 1973 friends and strangers looked at a feminist with passion, amusement and hostility. "Women would be crazy to give up their privilege and protection," some of them said. But that protesting women from over time kept them from jobs with higher pay, preventing them from financial responsibility denied them credit and control of marital property. All these and hundreds of other legal barriers have crumbled.

While Stop-ERA is threatening that the amendment will be the downfall of the family, the "model" American family — Dad, the breadwinner, Mom, the homemaker — is disappearing. The model economy for only 10 per cent of today's American family with one child, and the figure falls to 7 per cent of American families with two children. By 1978 the percentage of wives in the paid labor force climbed to 53.5 percent and is expected to increase. About 60 percent of women with school-age children are working mothers.

Surveys show that both wives and husbands express, and the more women are contributed, the happier the husband is about his job.

The bad news is that only 27 percent of the men in the survey shared the household.

Male-female relations have changed radically and are still changing rapidly. Transitions, transitions mean decisions, decisions. This might make problems, but each couple is now free to live its own life-style instead of trying to fit a universal stereotype. The single life is "normal" these days, for both women and men over parents. Homosexuals are recognized as a large minority segment of all populations.

The outstanding feminist event of the past seven years was the 1977 national conference in Houston. Though opponents of the women's movement damned the 1,000 delegates were elected at rapid state meetings, there is majority support for the 25 resolutions they passed. Planning the state meetings forged new networks now working to implement the resolutions locally.

After seven years, we know WHAT WOMEN WANT — equality in every thing.

It's also known that it will not be given to us. It must be battled for over and over again, in never ending treadmill-like struggles, as the past seven years make painfully clear.

Miscellaneous

The bad news is that not much has changed: women still have to "stay home" in the sense that we still lack the time and place of our movements in fear of being raped.

The good news is that rape and an amazing number of other feminist issues revolving around women's bodies have surfaced or become "popular" since 1972: abortion, battered women, childbirth, menopause, sexual harassment on the job, the side effects of drugs, estrogen, the Pill, DES, emergency hysterectomy and cesarean, pornography, and sexually transmitted diseases. To our new awareness that so many, many women have been battered, raped, harassed on the job, overdrugged and sexually repressed.

The good news is that after years of lobbying, demonstrating and pleading for a chance to raise the consciousness of the police and hospital emergency-room personnel, women are beginning to be treated more kindly after being raped and here and there are finding shelter from battering husbands.

We are also beginning to find our own truths and to distrust male professional management of our natural functions: "Menopausal Symptoms Distress (only 25 Percent)" read a headline in a 1974 article.

In New Directions for Women, one of a series on menopause, Moberg is again popular after centuries of discrimination. Since 1974's report, it's estimated the world about the sex lives and feelings of thousands of women who completed her questionnaire.

By 1977 sterilization was the most common method of birth control used by couples over 30 who were married over 10 years and fast becoming the choice of couples in their 20s. The Pill was being discarded by thousands in fear and anger at its surprising side effects.

Abortion

The Supreme Court legalized abortion in January 1973. Since then 13 states have passed resolutions calling for a constitutional convention outlawing abortion to reverse the decision.

Abortion is now the most common form of surgery in the United States — about 1.3 million a year, one-third of them on teenagers.

That mix of good and bad news is typical of abortion history.

The bad news is the drastic problem poor women face: 50 percent of federal funding for Medicaid abortions has been cut off by the Hyde amendment to the 1976 appropriations bill.

The bad news for middle-class women, as well, is that scarcely an appropriations bill can escape an amendment prohibiting

or restricting use of the funds for abortion. Even a bill requiring private industry to treat pregnancy benefits like other employee benefits excludes abortion payments from the requirements. The U.S. Commission on Civil Rights is now prohibited from studying or gathering facts about abortion.

Time after time in the past few years, Congress has bowed down to the compulsory pregnancy lobby, curtailing abortion funding in order to get the balance of a bill passed. These reasons of hard-won rights will continue because women, not fully realizing their peril and their political power, are still the largest silent majority in the United States. This is perhaps the worst news of all.

Sports

Found in an elementary school PTA newsletter: "Problem: There is not enough of sports for girls. There should be more women champion basketball, golf and swimming. If girls get more championships, more would go out for sports. There should be women football players. There should be women basketball players."

Dennis, 3rd grade New Directions for Women, January 1972

This little girl was ahead of the times. "Seven years ago people did not even recognize sports as a woman's issue," said Dr. Bernard Sanders, director of the Project on the Status and Education of Women of the Association of American Colleges and a keynote speaker at the 1971 conference that gave birth to New Directions for Women. "Since then the situation in athletics has progressed from absolutely horrid to just very bad. School and college budgets have begun to move," is her current evaluation.

The issue is currently a hot one, perceived by the male sports establishment as threatening to its multi-million dollar intercollegiate game budgets. The guidelines for enforcing the sports component of Title IX were issued at the end of 1976. This is the federal law requiring sex equality in all aspects of education in schools and colleges receiving federal funds. THE LAW WAS PASSED IN 1972. After 45,000 years of study, the guidelines are so confusing that officials of both the Association of Intercollegiate Athletics for Women and the National Collegiate Athletic Association are for once in agreement in not knowing whether to be pleased or annoyed about them.

The good news is that millions of women of all ages have caught up with that little girl and are training their bodies for health, for self-defense and for sports all year round.

(continued)



Art for People

Some good news . . . and bad

(Continued from page 151)

EMPLOYMENT

Earnings Gap

"Equal pay for equal work." If there ever was a non-believer in America, how could there be one now that over 50 percent of women work?

Yet the earnings gap was widening in 1973 when New Directions for Women started publishing, and is widening today, not improving: women's wages for the same work hover around 75 percent of men's wages, down from 60 percent in the 1960s. "In some cases," the U.S. Women's Bureau says, "equal pay laws were subverted by giving the same job different names and paying women less than men were paid for the same work." Discrimination.

Job segregation is still a major impediment to women's advancement: 35 percent are clerical workers, only 5 percent managers and administrators.

The good news is that women have quite consistently won discrimination suits. In 1973, for example, AFTS agreed to pay \$30 million in restitution and back pay for women . . . all manner. In 1974, General Electric agreed to pay \$20 million, the City of Chicago \$1.95 million, Consolidated Coal Company \$579,000. The New York Times \$300,000, Chase Manhattan Bank \$1 million in punitive payments and other costs to advancement.

The bad news is that advancement of the law has been quite consistently very inadequate on both federal and state levels. Federal advancement agencies were reformed in 1970 and are promising better work starting this year. Affirmative Action

Further bad news may be coming this Spring, when the U.S. Supreme Court will rule on the constitutionality of affirmative action in employment. Its complex 1973 ruling in the *Bakke* case

concerning affirmative action for minorities in university admissions policies are still puzzling the experts.

The bad news is that the *Bakke* ruling has already accelerated the backlash against affirmative action plans in industry. It provided a comforting excuse to hold up an special efforts to advance women, creating "reverse discrimination" is the popular euphemism.

Unions

Only 4.5 million women belong to labor unions. This is about 12 percent of the 35 million women now employed, and the proportion is declining.

Not one woman is on the 15-member executive board of the AFL-CIO. Only eight of the 175 officers of state AFL-CIO boards are women. Even in the 10 unions where women are over half the membership, they hold 4.7 percent of the leadership position.

To change all this the Coalition of Labor Union Women was founded in Chicago in 1974. The bad news is that little has been changed, except for more union support of the ERA.

"Every woman should look around and see what jobs she is excluded from — then organize her fellow workers," is economics professor Barbara Bergmann's advice.

EDUCATION

One misconception was raised in the early 1970s, no surface could be scratched without finding sex discrimination in education: Is the female mind to teach children to read, in arithmetic problems, in history texts, in athletics, in vocational professions, in teacher training and in administration largely male?

"The seven years we have taken the first very hard step of a long journey ahead," Barrie Sandier said. "That first step was in achieving a formal national policy in place, prohibiting discrimination in the schools. We did not have that before."

"Unfortunately the new laws are not always enforced and subtle discrimination — even some overt discrimination — is still here. Certainly there is not much progress in the upper echelons," Sandier admitted.

The good news, she feels, is that there are now thousands of women's studies courses at colleges and high schools all over the United States. The effects should eventually filter through curriculums at all levels, bringing the lives of women into the classrooms of future generations.

Further good news is the enormous numbers of women who are applying and being accepted in law and medicine.

"But the flip side," said Sandier, "is the tremendous number of women still snoring in the traditional academic" is spite of over-crowded job situations.

Middle-aged and older women students are common sights on college campuses, where they learn how to assert themselves, handle their finances, start businesses and find new careers.

But a recent study shows that college women are still underestimating themselves. They have lower self-esteem and lower aspirations than men, even though their grades are about the same.

LAW AND POLITICS

The impossible happened — the ERA was not ratified in seven years of concentrated effort. The only constitutionally guaranteed right that women have is the vote. Will the ERA pass during the additional three years and three months that were won in 1973? It is unpredictable, though the strength of its support seems to be growing while the opposition is weakening somewhat.

The problem is political: the state legislators in the unratified states, who will decide, often vote on the ERA with their own re-election in mind, knowing that the Stop-ERA people are one-time voters.

The supporters in that pro-ERA group

like NOW and the Women's Political Caucus have learned to play the game. The caucus elected 75 percent of its candidates in the 1973 elections; the races were targeted for maximum effect on future ERA votes. Overall, 761 women were elected to state legislatures, raising the percentage of women to 15.5 percent of state lawmakers, more than doubling in the past decade.

Obviously, women are still dependent on the decisions of men, all the way up to the Supreme Court which in 1974 ruled six-to-three that California could deny pregnancy disability benefits while covering prenatal trouble and abortion "without committing constitutional discrimination because there is no risk from which men are protected and women are not . . . likewise there is no risk from which women are protected and men are not." In 1975 the court affirmed the ruling. 534 times regarding women's benefit plans. Congress passed a law reversing this in 1976, but abortion payments are not required.

The best news is that struggles over the ERA and abortion and campaigns to elect women of all levels have carried the women's movement into the mainstream. Hundreds of organizations of all kinds have agreed not to hold meetings or conventions in the 14 unratified states, causing losses of millions of dollars. Many old traditional women's groups worked with the out-and-out feminist activists to send 100,000 women to Washington to march for ERA enactment.

The bad news is that winning political election campaigns and winning legislative battles are inseparable — and both cost millions of dollars. The influence of pressure groups that make large political donations to further the backlash against women's issues is increasing more rapidly than women's movement moves to big money.

So contemplating money problems is the most appropriate stance in which to start the next seven years.

NEW DIRECTIONS FOR WOMEN

WINTER 1978-79

WEAL takes on universities

This is the fourth in a series on the important national organizations working for women's equality and advancement. Future articles will tell what every woman needs to know about the Women's Campaign Fund, Women's Political Caucus and others. Previous articles have covered NARAL (National Abortion Rights Action League), NOW (National Organization for Women) and the Women's Lobby.

Paula Kassell

In 1970, the Women's Equity Action League (WEAL) began two important employment discrimination campaigns. One, against newspaper ads segregated into "Help-Wanted:

Male" and "Help-Wanted: Female" columns is over. Women won. Help-wanted ads are no longer segregated and even the language in the ads must be by law carefully sex-free.

The other, against universities, still rages. That campaign started when Bernice Sandler, an early WEAL activist, realized that the executive order against sex discrimination under federal contracts applied to universities. WEAL filed 250 suits against all universities holding federal contracts and against all the medical schools in the country.

Sandler has been honored with both WEAL's Elizabeth Boyer award and the Rockefeller public service award for her achievements against sex

discrimination. "Sandler rocked the educational establishment to its foundations," said Boyer in presenting the award named for her.

But by 1977 the Department of Health, Education and Welfare had done so little to enforce the executive order and other laws passed in the intervening years, that WEAL filed suit against HEW itself. In December 1977, the department admitted its culpability—it had a backlog of 3,000 complaints. HEW settled the suit by committing itself to hire 800 new employees for its Office of Civil Rights and to begin major civil rights investigations of universities and school districts. One of WEAL's current priorities is to monitor HEW's compliance with that settlement.

Other 1979 priorities are employment discrimination, passage of the ERA, women in sports, child care and child support, according to Christine Candela, national president.

Founded in 1968 by Elizabeth Boyer, an Ohio attorney, WEAL's purpose was designed to appeal to middle-class professional women, who were in an "economic strait-jacket" because of discrimination. "WEAL has devoted itself to employment and education issues ever since," Candela said.

"But in the past two years there has been almost a complete turnover in WEAL's national board," she pointed out. "For a long time it was white, middle-class academics. Now it represents a younger and much

broader spectrum."

WEAL is making child care and child support a major project because the majority of children who are growing up in poverty are growing up in female-headed households. "The statistics are frightening and appalling," declared Candela.

Although abortion rights are not listed with the priorities, WEAL's lobbyist, Leslie Gladstone, is active in the abortion coalition in Washington. "Our assessment is that there are other groups better organized to address the issue on a day-to-day basis," explained Candela. "We work closely with them when the situation demands immediate lobbying attention."

(Continued on Page 8)

WEAL & discrimination

(Continued from Page 1)

At the beginning of the Carter administration, WEAL, in cooperation with other women's organizations, funded hundreds of resumes from all over the country to the White House and the Civil Service. "We provided a service that would have cost the government thousands of dollars if constructed from the private sector," Canale pointed out. "The results were very discouraging because we were paid a tremendous amount of lip service. We hear Carter saying, 'I'm looking for qualified women and can't find them.' There's no way he could substantiate a statement like that."

To implement WEAL's long-term commitment to advancing women in sports, its Educational and Legal Defense Fund is

operating Project SPRINT with an HEW grant under the Women's Educational Equity program. Started on a volunteer basis several years ago, the project now has five full-time paid employees and a free national newsletter, *In the Running*. Under Marguerite Beck-Rex, the director, SPRINT is a national clearinghouse of information on sex equity in sports from kindergarten through college.

A corps of volunteer reporters is being recruited in all 50 states. SPRINT wants newspaper and magazine clippings about women and girls in sports and information about complaints (filed or unfilled). It wants to know where school and college administrators are acting in good faith and where they seem to be confused. It has a special toll-free

telephone line to request help with local sport problems or referrals to attorneys: (800) 404-5182.

SPRINT works closely with the 50 organizations in the National Coalition for Women and Girls in Sports.

WEAL is active in the Leadership Conference on Civil Rights and in the Coalition for Women's Appointments. Leslie Gladstone, WEAL lobbyist, has recently been asked to chair the Coalition on Women and Girls in Education.

Because much of WEAL's activities are on state and local problems, there are chapters in various stages of development in approximately 50 states. National membership starts at \$20; members receive the monthly newsletter which includes an analysis and status

Need help?

The WEAL Education and Legal Defense Fund has developed a wide range of informative booklets ranging from the Higher Education Ekt (with suggestions about filing complaints) through Marriage: Focus on Change (about current attitudes toward marriage, the family and divorce) to a guide on sex discrimination in insurance. For a price list: WEAL Fund, 905 15 St. N.W., Washington, D.C. 20005.

report on current federal legislation.

For further information or to join: WEAL, 905 15 St. N.W., Washington, D.C. 20005; (800) 404-5182; WEAL Fund (202) 628-1981.

The CHAIRMAN. Thank you all very much. The hearing is now adjourned.

[Whereupon, at 1:10 p.m., the hearing was adjourned.]

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